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THESIS

**THE RELATIONSHIP BETWEEN THE PERCEIVED EXECUTIVE
MANAGEMENT CAPABILITIES OF SENIOR NAVY MEDICAL
DEPARTMENT EXECUTIVES AND THEIR REPORTED
MANAGERIAL REQUIREMENTS**

by

John Richard Morrison

June 1993

**Thesis Co-Advisor:
Thesis Co-Advisor:**

**Alice M. Crawford
Benjamin J. Roberts**

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**The Relationship Between the Perceived Executive
Management Capabilities of Senior Navy Medical
Department Executives and Their Reported
Managerial Requirements**

by

**John Richard Morrison
Lieutenant, Medical Service Corps, United States Navy
B.S., Southern Illinois University, 1986**

**Submitted in partial fulfillment
of the requirements for the degree of**

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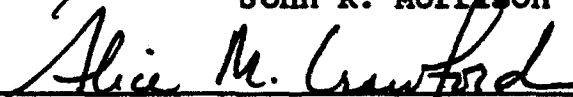
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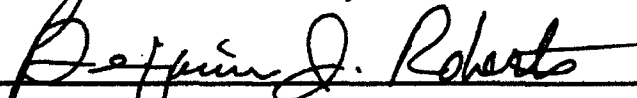


John R. Morrison

Approved by:



Alice M. Crawford, Thesis Co-Advisor



Benjamin J. Roberts, Thesis Co-Advisor



**David R. Whipple, Chairman
Department of Administrative Sciences**

ABSTRACT

The Naval Postgraduate School (NPS) has entered into a partnership with the Bureau of Medicine and Surgery (BUMED) to identify the competencies necessary to effectively function in executive management positions within Navy Medicine and, once the specific competencies are identified, design and conduct a customized, cost effective, executive development program to improve the management competencies of senior Navy Medical Department executives. As part of the needs assessment process used to identify these competencies, a survey instrument was mailed to 720 senior officers within Navy Medicine to identify their current level of skill and their perception of the required level of skill in eight management activity groups. The purpose of this thesis is to provide an initial analysis of the survey responses and identify any gaps, or deltas, between the current level of skill reported by the respondent and the required level of skill for their current position with respect to the respondents corps, rank, and organizational position cohorts. The results indicate that the responses vary by cohort with the gaps between current and required skills directly related to rank, seniority, and previous management experience.

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I. INTRODUCTION

Health care in the United States, both governmental and private, is undergoing a period of dynamic change. As the complexity of health care delivery continues to grow, health care executives are struggling to control rapidly rising costs and achieve quality standards while meeting the needs and demands of health care consumers. This complex and dynamic environment is also influenced by changing societal views on quality and individual entitlement, and governmental initiatives directed at controlling costs and improving delivery standards. As a result, health care executives must constantly expand and refine their leadership and managerial effectiveness to meet these mandates for change.

Senior Navy Medical Department executives are not exempt from the requirement to improve their skills in meeting this changing environment. While many Navy health care executives have strong backgrounds and educational credentials in health care administration, the internal labor market inherent to military organizations, and the Navy Medical Department, has historically promoted direct care and ancillary care providers (e.g., physicians, nurses, pharmacists, medical technologists) into positions of increased leadership and management responsibilities. The question implied by this process concerns the extent to which the previous education, training,

and experience of these medical department officers prepares them for the rigors of managing a dynamic and complex health care system.

The Department of the Navy Medical Blue Ribbon Panel (BRP) addressed this question when it delivered its 1988 report concerning the issues facing Navy Medicine into the 1990s and concluded that "Peacetime assets and management of the Navy Medical Department have not maintained the capability to treat the [beneficiary] population in Navy facilities. Accordingly, patient workload has [increasingly] shifted from in-house Navy care to the Civilian Health and Medical Plan for the Uniformed Services (CHAMPUS)." (Blue Ribbon Panel:p. ES-3) Citing the decreased in-house capabilities, rapidly increasing health care costs, and line Navy criticism of Navy Medicine's process for developing medical department officers for command and key billets, the BRP subsequently recommended that Navy Medicine ". . . develop leadership/management skills and training requirements for a formal command development process, and [formally] establish career paths for leadership positions [that require] experience." (Blue Ribbon Panel:p. ES-12)

This mandate to establish a formal training program and command development process had been addressed as early as 1982 when the Vice Chief of Naval Operations, as a result of a Navy Inspector General report, directed that medical department officers be given the opportunity to receive leadership training at critical points in their careers.

(Blue Ribbon Panel:p. 29) The immediate result was the adoption of two short courses (two weeks duration) that could be tailored to meet the leadership and management requirements of medical department officers. The first was the Leadership Management Education and Training (LMET) course (now called NAVLEAD) for division officers, department heads, and Commanding Officers, while the second was to be a basic management course for direct health care providers in "first level" management jobs. (Blue Ribbon Panel:p. 29)

While it was anticipated that the LMET (NAVLEAD) program would be a vehicle for the development of executive leadership skills in Navy Medicine, weaknesses were immediately evident. LMET (NAVLEAD) proved to be an excellent vehicle to provide basic (generic) leadership skills but failed to meet the demanding requirements for executives in a complicated and dynamic health care environment. The BRP attributed much of the failure of the program to inadequate definition of the knowledge, skills, and abilities required for each management level within Navy Medicine. (Blue Ribbon Panel:p. 29) Additionally, while emphasis has been placed on the completion of LMET (NAVLEAD) and similar short courses (e.g., Management Development Course [MANDEV] and the Strategic Medical Readiness and Contingency Course [SMRCC]) these compete with continuing education requirements specific to various professional corps (e.g., graduate medical education [GME] for medical officers), operational commitments, and the personnel

requirements of the command in providing medical care to eligible beneficiaries. The impact of such competition is best summed up in the discussion in the U. S. Navy Medical Department Officer Career Guide concerning the process of formally assigning senior dental officers to executive positions, which states: "Qualifications which establish eligibility for administrative positions are obviously numerous and often include prior leadership positions, management training, and your performance record." (Career Guide:p. 84) This statement, and similar statements concerning the Medical, Medical Service, and Nurse Corps, represents the practical problems associated with meeting management and leadership training requirements in an environment already heavy with clinical training requirements essential for the delivery of quality medical and dental care. This is further complicated by the diverse education and training backgrounds of medical department personnel eligible for command and leadership positions. Finally, a basic management short course for direct care health care providers in first level management positions was never adopted.

In addition to the LMET (NAVLEAD) and similar short course training, executive development programs through private institutions have also been used, on a limited basis, to provide the required management training. However, the BRP noted in its report that it was difficult to evaluate the effectiveness of such programs because of their recent

implementation and the failure of the Navy Medical Department to effectively manage such issues as, who should receive the training, what selection criteria should be used, and the specific career milestones such training should occupy. Additionally, the programs have been used inconsistently because of perceived shortages in personnel and training resources. (Blue Ribbon Panel:p. 29)

Faced with the impediments in obtaining effective executive development programs to meet the unique needs of Navy Medical Department executive leadership, the Bureau of Medicine and Surgery (BUMED) has entered into a partnership with the Naval Postgraduate School (NPS), Department of Administrative Sciences, for the purpose of identifying the competencies necessary to effectively function in senior executive management positions within Navy Medicine. When the required competencies have been identified, NPS will then propose, design, and conduct customized, cost-effective executive development programs that will satisfy Congress' demand that senior Navy Medical Department executives are adequately prepared with the competencies necessary to manage complex medical systems.

NPS has developed a two-step needs assessment approach to identify the competencies required to effectively manage complex Navy medical systems.

1. A series of semi-structured interviews were conducted with senior medical department executives at selected facilities on both coasts. Completed in July 1992, the semi-structured interviews provided the basis for identifying key issues or competencies that were seen as important by the interviewed executives. Their input was then used in the development of a survey instrument, which was utilized to assess the relative importance of the managerial issues and skill areas of a larger population of senior executives within Navy Medicine.

2. The survey questionnaires were developed and sent to 720 senior medical department executives to obtain the recipients views or beliefs concerning the competencies and values required to effectively manage Navy medical systems.

This thesis provides an analysis of the survey responses necessary to complete, in part, the first phase needs assessment of perceived skills required for effective and efficient functioning as health care executives within Navy Medicine. In specific, the interview process has indicated that varied competency levels and perceptions of needs exist across individual executives, but that nearly everyone acknowledged they have significant "holes" in their educational or knowledge preparation for future demands. This thesis examines the survey results to ascertain the validity of this assumption and will provide a self-reported

"competency inventory" concerning executive management capability, and by implication, management needs.

In presenting the analysis and subsequent discussion, Chapter I provides an introduction with appropriate background information, a review of literature pertinent to executive development and the needs assessment process, and a discussion of the semi-structured interview process that resulted in the development of the final survey instrument. Chapter II presents the methodology utilized in the survey design and implementation and provides an outline of the survey population. Results and their analysis are presented in Chapter III with conclusions and recommendations in Chapter IV.

A. LITERATURE REVIEW

While physicians, nurses, dentists, and Medical Service Corps officers demonstrate remarkable skills in the performance of their specialties, it is widely recognized that these skills do not readily translate into the managerial skills necessary for the effective management of complex health care facilities. As a result, while Navy Medicine readily promotes highly intelligent and professionally competent individuals into positions of executive management, an identifiable trend of less than effective management has occurred throughout the various commands. This paradox was eloquently described by Peter Drucker in 1966.

. . . people of high job effectiveness are conspicuous by their absence in executive jobs. High intelligence is common enough among executives. Imagination is far from rare. The level of knowledge tends to be high. But there seems to be little correlation between a person's effectiveness and their intelligence, their imagination and their knowledge. Brilliant people are often strikingly ineffectual; they fail to realize that brilliant insight is not by itself achievement. They never have learned that insights become effectiveness only through hard systematic work." (Drucker, p. 1)

Drucker goes on to state that effective executives are bound together by common practices that make them more effective than their peers. These practices remain the same no matter where the individual works (e.g., government, medicine, education, etc.) and his experience has shown that regardless of the individual's intellectual capacity, without the observation of these generic practices the executive will fail to be effective in management. At issue here are not the specific "practices" that Drucker outlines in his discussion, but the fact that he considers effectiveness to be a habit, or complex set of practices, and that habits or practices can always be learned. (Drucker, p. 23) In other words, people are not generally born effective leaders/executives, they are normally developed.

The universality of management theories and principles was further defined by Badaway (Badaway, pp. 11-12) in his discourse concerning the development of managerial skills in engineers and scientists. Badaway suggests that it is the theories and principles of management that remain universal, or generic, across occupational or organizational boundaries.

However, because management deals with people and represents an interdisciplinary field of endeavor (e.g., economics, behavioral sciences, accounting, statistics, math, engineering [production scheduling, materials handling]) there are few concrete tools or techniques with which to actively practice management. This lack of "hard" techniques reduces management from a strictly scientific endeavor to what can be best described as an "art." As such, while the theories and principles remain universal, their implementation, or practice, becomes highly individualized in response to the cultural background, creativity, values, and judgement of the individual manager. Again, the emphasis is that managers are not born with specific "traits" that enable them to become effective managers, but that they can develop the basic skills and knowledge necessary to become more effective in their own environment. Sheldon (quoted by Betson & Pedroja, p. 354) supported this premise within the health care industry with ". . . there is not much difference between a manager in the health field, whether he be a physician or not, and a manager in industry."

The universality of management within health care is not without its critics, however, their emphasis focuses on the differences between the health care environment and that of other industries, not the managerial skills that are necessary to meet the specific challenges noted. This is best summed up by Austin's five characteristics which make health care

unique: (1) individualized service, (2) professionalism, (3) extreme complexity, (4) the wide range of delivery facilities, and, (5) the financial reimbursement arrangements. (Betson & Pedroja, p. 354) Austin's premise was that while one or more of these characteristics would be found in any industry, health care was the only industry in which all would be found at once and therefore is unique. However, this does little to support the premise that the basic management principles and theories associated with health care differ from those of other industries. It is the environment in which they are applied that is different, not the principles and theories.

In accepting the premise that management is a learned "art," the need to facilitate the acquisition of such knowledge and its conversion into usable skills is evident. This becomes increasingly important as intelligent and competent health care providers are promoted out of the clinical environment and into the management arena. If Navy health care executives are expected to perform optimally in any management role within the complex health care environment, appropriate management education/training must be made available that targets the knowledge, skills, and abilities (KSAs) necessary for success. Without a basic "tool kit" of managerial skills, the health care provider transitioning to management will be placed in a frustrating and difficult position. Tom Peters provides the following insight:

There is no more difficult transition in a career than one from non-boss to boss; the second-toughest is to boss of bosses. These passages should be marked by programs commensurate with their significance. (Peters, p. 329)

1. Executive Development

What is immediately evident in the medical community is the diversity of educational and training backgrounds. Each community (physicians, nurses, dentists, ancillary care providers, or administrators) brings to the workplace its own unique paradigms through which it views both the delivery of health care and the management of such delivery and its support structures. If each community has different backgrounds and paradigms, then it is reasonable to expect that the executive development requirements for each community would also differ to some extent. Additionally, with the differences in paradigms that are manifested between the communities, the development of a community specific, or parochial, focus is a significant problem. This is particularly true as the individual officers are promoted to positions with a broader, or more institutional, focus. Without appropriate executive development programs, this transition becomes significantly more difficult as the newly promoted officer attempts to manage a broader range of institutional management issues with narrowly focused management tools.

Selznick observed that "The executive becomes a statesman as he makes the transition from administrative management to institutional leadership." To accomplish this,

executive must reassess their own tasks and the needs of the organization to ultimately gain a greater concern for the evolution of the organization as a whole. Ultimately the senior executive develops into what can best be described through the metaphors of Mintzberg's "Strategic Apex:" (Mintzberg, p. 25)

- a. A "Perimeter Player" who is concerned with the adaptation and interaction of the organization to the changing environment.
- b. An "Interior Designer" responsible for the coordination and smooth functioning of the internal operations within the organization.
- c. The "Leader of the Band" who is the keeper of organizational values and provides the strategic vision and direction for the organization as a whole.

While these metaphoric roles are helpful in understanding the concept of executive leadership, they do little in the way of defining the specific KSAs required to effectively function as a senior executive. In his replication of four studies conducted between 1948 and 1978, Agho identified ten problem areas considered critical by hospital administrators in their daily tasks. (Agho, pp. 131-135) Agho's results, presented in Table 1, provide a picture of the generic issues associated with health care administration and, by implication, the areas to potentially target in executive development courses.

Sieveking, Nicholas, and Woods provide additional support from their 1992 survey of 324 health care chief

TABLE I
PROBLEM AREAS ASSOCIATED WITH HOSPITAL ADMINISTRATION

Problem Areas	Ranking
Business and Financial Management	1
Working with the Medical Staff	2
Personnel Management	3
Providing Quality Medical Care	4
Physical Plant and Equipment	5
Departmental Functioning	6
Community Relations	7
Legal Aspects and Litigation	8
Governing Board	9
Affiliation with Other Institutions	10

Source: A. O. Agho, "Problem Areas Faced by Hospital Administrators," Hospital and Health Services Administration 37:1 (Spring 1992): 10.

executive officers (CEOs). In their discussion they address adeptness in interpersonal, strategic, planning, and leadership processes while further defining with financial management, marketing, negotiating, planning and development, data and information systems management, and physician relations as specific technical skill areas. Of special interest was their assertion that the CEO serves as a "translator" of these technical concepts for understanding by employers, community, board, and medical staff. This translator role is in line with their metaphor of the health care administrator as the provider of business strategies who also ensures obligations

to patients are met and the quality of services improved. In essence, they demonstrate a combination of business talents and, in keeping with the basic health care mission, an interest in basic human values.

These health care specific skill areas are also supported and expanded on in Mann and Staudenmier's 1990 survey of the major trends in executive development identified by seventy-seven senior executives of companies listed in the Fortune 200 (U.S.) and Financial Post (Canada). (Mann and Staudenmier, pp. 37-38) In identifying three major trends: (1) building global capabilities; (2) merging learning and work; and, (3) balancing common and individual development needs, they provide a list of "top-rated" executive development topics identified as essential for future competitiveness in a global market. Table 2 outlines the specific topics and provides a summary of the change between the emphasis previously given to each topic and what is anticipated in the near future, measured by the percent of respondents who listed a strong emphasis on the topic in the past against the percent of respondents who anticipate a similar emphasis over the next four-to-five years. While technical issues such as financial management, marketing, and information systems are conspicuous in their absence, Mann and Staudenmier's results provide insight into the increased emphasis being placed on program planning and evaluation, organizational behavior, human resources management, and

communications in rapidly changing and diverse organizational environments.

TABLE II
TOPICS IN EXECUTIVE EDUCATION AND DEVELOPMENT PROGRAMS

Topics	Past Emphasis In Percent	Future Emphasis In Percent
Leadership	38	89
Managing Human Behavior	22	73
Becoming Customer or Market Oriented	27	72
Implementation of Business Strategies	23	70
Managing Organizational Change	15	64
Developing and Formulating Business Strategies	28	62
Team Building	22	61
Total Quality Control	25	58
Communications Skills	27	57
Interpersonal Skills	27	55

Source: R. W. Mann and J. M. Staudenmier, "Strategic Shifts in Executive Development," Training and Development, July 1991, 39.

The executive development requirements for health care organizations can be summarized into two parts:

(1) Specific technical management issues associated with financial management, legal issues, data and information

system management, and marketing are addressed to provide the broad spectrum of skills necessary to function in complex organizations.

(2) The strongest emphasis is on program planning and evaluation, organizational behavior, human resources management, and communication. This emphasis acknowledges that one individual cannot be the repository for all technical and organizational knowledge within the organization and must rely on "subject matter experts" for much of the specific technical information and issues. However, it is through the use of the "softer" management skills that the effective executive negotiates, cajoles, coordinates, and ultimately molds the organization into a flexible and adaptable system to meet the organizational mission and goals.

2. Health Care Provider Specific Issues

In the Navy Medical Department there are two groups of individuals who have the potential for advancement to senior executive levels within Navy Medicine, health care administrators (HCAs) and direct health care providers. While the HCAs of the Medical Service Corps can normally be expected to have backgrounds in business of hospital administration and, by inference, the same executive development requirements of the majority of health care executives, the direct care providers have a much different group of requirements. To minimize the length of this chapter, the discussion of the direct care providers will be limited to physicians and

nurses. In limiting the discussion the intent is not to lessen the issues associated with dentists and ancillary care providers but to provide examples from the two largest direct provider groups that illustrate the issues associated with executive development programs for direct care providers.

a. Physicians

According to the American Medical Association master file, only three-to-four percent of the member physicians report their primary activity as administration. (Kindig, p. 1) While these numbers may appear small for such a dominant portion of the medical community, they are not surprising in light of the physicians' strong identification with their profession. Kurtz, in his physician profile developed for the American College of Physician Executives, associated this strong identification to the cultural norms and behaviors learned during the process of becoming a physician and the subsequent practice of medicine. His premise is that the behaviors and values that prove effective in a physician's clinical practice tend to create conflict, resistance, and tension when applied to a managerial role. In developing this hypothesis, Kurtz identified the major differences between physicians (clinicians) and managers outlined in Table 3. These differences provide a graphic illustration of the paradigms and values associated with each group. (Kurtz, p. 10)

TABLE III
MAJOR DIFFERENCES BETWEEN CLINICIANS AND MANAGERS

Clinicians	Managers
Doers	Planners, Designers
1:1 Interactions	1:N Interactions
Reactive Personalities	Proactive Personalities
Require Immediate Gratification	Accept Delayed Gratification
Deciders	Delegators
Value Autonomy	Value Collaboration
Independent	Participative
Patient Advocate	Organization Advocate
Identification with Profession	Identification with Organization

Source: M. E. Kurtz, The Dual Role Dilemma (Tampa: American College of Physician Executives, 1988), 10.

In analyzing the paradigms it is possible to develop a macro-level understanding of the crucial differences between the two approaches to health care. The physicians on one side demonstrate an independent, "captain-of-the-ship" approach to medical care in which they provide the decisions that lead to immediate and measurable results in the patient's clinical outcome. This autonomous, patient-focused role is in direct conflict with the organizational identification and group orientation associated with management professionals. Kurtz associates this conflict between physician norms of behavior and management norms, and the physicians strong

identification with their profession, not the organization, as being instrumental in physician resistance to making the transition from clinician to manager.

With the increased complexity of the health care environment, this adversarial role of medicine against administration is being challenged and Kurtz foresees increased cooperation and collaboration between physicians and management with many physicians becoming increasingly involved in the executive management of health care organizations. To facilitate this increased partnership in the medical community, Kurtz outlines three steps: (Kurtz, pp. 8-9)

1. Strengthening the formal medical staff organization to create a positive environment for increased participation in management issues.
2. The provision of training and educational opportunities leading to the development of leadership and management skills. This is particularly critical when the dearth of management training in the physician career path is considered.
3. The development of a common language, clearer communications systems, joint education and training programs for physicians and administrators, and procedures to facilitate joint problem solving. Kurtz's premise is that while the two groups share common goals and values (e.g., the delivery of quality health care in a timely and economical manner) the real differences lie in how these values and norms are communicated and the methodology that is developed for their achievement.

Betson and Pedroja support Kurtz's analysis and perceive the physician executive as filling a "boundary spanning" role within a health care organization. In specific, they define the roles of the physician executive as including: (Betson & Pedroja, pp. 49-50)

1. Functioning as the "champion of clinical integrity" in ensuring that medical quality assurance receives system-wide strategic importance regardless of fiscal and management issues.
2. Provides the interface between the two cultures with the clinical provider on one side and the business oriented health care executive on the other.
3. Functions as a public interpreter who interacts with external organizations concerning clinical and quality issues.
4. Acts as a consultant who is integral in the design of the various productivity evaluations essential for effective management decision.
5. Functions as a partner with the business-oriented, health care executive in system design and management to facilitate the delivery of health care.

The focus of both Kurtz and Betson and Pedroja is that the physician community has a high potential for becoming health care managers. Citing the intelligence, discipline, motivation to organize, altruism in their approach to the delivery of medical care, and understanding of medicine and its delivery, the implication is that the physician manager would be uniquely qualified to forge an important executive role within the organization. The primary constraint appears to be the lack of training in the specific management skills associated with health care executives. Betson and Pedroja summarize the situation in saying: (Betson & Pedroja, p. 355) "Most physician administrators agreed that formal education in the area of management was advisable and that the demand for physician administrators would increase."

b. Nurses

While the paradigms associated with physicians emphasize the autonomous and independent functioning of the physician, the nursing paradigms tend to stress a holistic view of the institution as a whole and the role of patient care as the mission of the institution. Defined as the "point person" for the patient by Eubanks, the nurse is seen as a focus for the patient's care, interacting with the physician in the direct provision of care and then providing the necessary coordination, integration, and collaboration necessary to ensure the diverse support services meet the patient's needs. In accepting the "point person" role for the nurse, it can be inferred that their impact can be seen across much of a health care organization structure, not just in nursing units, as they coordinate the delivery of services to the patient. This impact can best be exemplified in Beyers' discussion of nursing's relationship within Mintzberg's five components of organizations:

. . . it is clear that nursing fits into each component: the strategic apex where the organizational mission is decided, the technostructure where systems and formal planning are designed, the operating core where nursing practice takes place, the middle line where nurse managers are responsible for divisions and units function, and the support staff needed to make the system work. (Beyers, p. 35)

This impact is further emphasized when one considers the resource allocation role of the nursing services. Representing the single largest organizational consumer of manpower, materials, and fiscal resources, the

nurse and nursing administrator have significant control over the allocation of scarce resources within the organization. As such some measure of skills in human resource management, financial management, and materials management must be demonstrated on a daily basis. However, nursing administrators acknowledge that a management skills gap, similar to that experienced by physicians, exists within the nursing profession. (Eubanks, p. 25)

As the complexity of the provision of nursing services increases with the complexity of medicine in general, nursing education has increasingly emphasized the clinical nature of the profession and limited the discussion of general management, human resources management, and financial management to continuing education or graduate education programs in nursing administration or hospital/business administration. Eubanks outlines the increased utilization of advanced degrees, targeted on-the-job training (OJT) developed, or purchased, by individual employers, and a strong mentoring program as essential for meeting the additional management training necessary to develop nurse executives within an organization. (Eubanks, p. 26)

B. NEEDS ASSESSMENT

Regardless of their background and training, most managers could probably find many ways to improve their performance. Regrettably, this ad hoc approach to management development is not economical in the use of time and resources. When the

need for executive development is viewed against the daily operating tempo of most organizations, the conflict between executive development and organizational needs becomes evident. The critical challenge becomes, as defined by Mann and Staudenmier,

. . . how to use executive education effectively as a tool for achieving strategic goals and shaping companies' cultures, while simultaneously attending to the strategically relevant needs of individual executives. (Mann & Staudenmier, p. 39)

To ensure that the executive development meets both organizational and executive development needs, an accurate process for the identification of training requirements (needs assessment) becomes vitally important. Without an accurate methodology for such an identification process, it becomes increasingly difficult to pinpoint the areas where improvement of skills will produce the greatest organizational and individual impact. In addressing the critical nature of the needs assessment process, Peters states:

Treat your training (skill level) assessment as the essence of strategic opportunity. If you don't spend as much time on this assessment as on the evaluation of the capital (hardware) budget, you have missed the point of all ten of the prescriptions [for achieving flexibility by empowering people]. (Peters, p. 329)

While a variety of approaches to needs assessments are published, the three-step process outlined by McGhee and Thayer in 1962 contains elements common to the majority of the processes. In specific, a needs assessment should address organizational analysis, operations (task) analysis, and person analysis to be effective. (Muchinsky, p. 194)

1. Three-Step Needs Assessment Process

a. Organizational Analysis

Based on the analysis of the entire organization with specific attention to organizational objectives and allocation of scarce resources to meet established goals, this process identifies the global organizational issues that would benefit from executive development or training. In the case of the needs assessment being conducted for the development of an executive development program for BUMED, this step was performed at the BUMED level through interaction between BUMED, the Navy Inspector General, the Secretary of the Navy, DOD, Congress, and the line community. The global executive development requirements identified through this process targeted senior executives in Navy Medicine (e.g., Commanding Officers, Executive Officers, Directors, and individuals in other senior executive positions) and provided the impetus for the development of a program to meet their needs. As such, the needs assessment process initiated by the NPS, Department of Administrative Sciences focused on the remaining two steps in the development of an executive development program to meet the identified global requirements.

b. Task Analysis

Task Analysis targets the specific tasks necessary for the effective accomplishment of a particular job or executive skill. Addressing the functions of the position, not the abilities of the incumbent, Task Analysis provides a

broad range of information, including: the provision of standards of performance with which to measure work output; an identification of the specific tasks involved with the job (essential for developing an effective training program for the tasks); and the provision of an outline of the specific performance levels required to accomplish each task. Additionally, task analysis identifies the specific knowledge, skills, and abilities (KSAs) that must be possessed or developed for the job. In essence, the crucial elements of job performance.

c. Person Analysis

Providing the link between the capabilities of the incumbent and the specific skill requirements identified in Task Analysis, Person Analysis is utilized to identify individual training requirements and ultimately assist in the decision concerning what type of training is required.

2. NPS Needs Assessment Strategy

As noted in the introduction, NPS developed a two-step needs assessment approach to identify the competencies required to effectively manage complex Navy medical systems. As a strategy, the approach and intent was to go out to the field and identify first hand what key managerial issues and skills were deemed important for effective and efficient functioning as a health care executive. Operationally, semi-structured interviews at selected Navy health care facilities and survey methodology were used to identify the appropriate

competencies and to establish which competencies were crucial to the effective management of health care facilities. The semi-structured interviews provided the basic identification of issues and their frequencies and were then utilized in the construction of a questionnaire to obtain the views and beliefs of current senior executives throughout the Navy Medical Department concerning their current capabilities in the competencies and values necessary to effectively manage health care facilities (Person Analysis) and their rating of the competencies required for the particular task (Task Analysis).

C. SEMI-STRUCTURED INTERVIEW PROCESS

In conducting the semi-structured interviews, the NPS faculty teams pursued and realized many objectives, including: (NPS Interim Report, pp. 2-3)

- The identification of the issues/competencies considered important by individuals in the field who hold positions of significant managerial responsibility. This input became the cornerstone for the development of a survey instrument to assess, in broader terms, the relative importance of managerial issues and skill areas.
- The provision of a mechanism to increase the level of faculty expertise concerning Navy medical facilities and the issues associated with Navy Medicine.
- The identification of issues and competencies that could best be addressed with a management development program.
- The preliminary identification of who should receive management education and the career milestones at which it should be received.
- The development of a tentative list of effective delivery systems for such management education.

It should be noted that, for the purpose of this thesis, the following discussion will be limited to the issues or competencies identified. Questions concerning career milestones or executive education delivery systems are not within the domain of this thesis.

1. Methodology

In order to achieve broad coverage of the medical treatment facilities with short time constraints, a core NPS faculty team composed of twelve members with a broad range of expertise in management topics was selected. The faculty members were chosen primarily because of their experience in interviewing and management curriculum development with the intent of keeping the team intact and integrally involved in later course design and development evolutions.

Semi-structured interviews were typically conducted by two-person teams whose purpose was to facilitate discussion and record responses. The teams visited eleven health care facilities (four East Coast and seven West Coast) and conducted a total of eighty interviews of senior health care executives. After each interview, the interviewers prepared a multiple page narrative of the interview sessions. Several meetings were then held to determine an appropriate strategy for identifying issues and skill areas from the narratives. A subsequent item analysis produced a total listing of eighty-five topics discussed across all interview sessions.

2. Results

Once all issues were determined, the items were clustered into related categories while maintaining both the representation and intent of the original interview process. This work resulted in the creation of eight major management categories, which are listed below:

1. Financial/Resource Management
2. Program Planning and Evaluation
3. Decision Making/Problem Solving
4. Legal Issues
5. Operational Management Issues
6. Organizational Behavior
7. Personnel and Human Resources Management
8. Communications

Specific knowledge and skills topics within each major category are listed in Appendix A. However, it should be noted that the management skill areas reflect items that the interviewees mentioned on their own accord. It is possible that a more structured interview process would have produced different results, but the purpose of the semi-structured interview process was to create a situation in which the interviewee was neither constrained nor directed by the interviewer. The survey, which will be described in the following chapters, was utilized to provide the opportunity for everyone to rate all of the management skills identified. Additionally, the interview results do not reflect an

individual's current skill level or need for education in a given area and some areas may have received less emphasis than others due to the individual's lack of knowledge in the area. Again, the perceived need for education was addressed in the survey and will be discussed in the following chapters.

II. METHODOLOGY

A. HYPOTHESIS

Analysis of the semi-structured interviews identified two trends in the perceptions expressed by senior Navy Medical Department executives:

1. Varied levels of competency in executive management skills exist between individual executives.
2. The perception of what executive management skills are required and their importance within the Navy Medical Department also vary between individual executives.

Additionally, many of the health care executives interviewed acknowledged that they have significant "holes" in their educational background or experience, which leaves them less prepared for positions of increased managerial responsibility. The hypothesis under consideration in this thesis is that the perceived gap between the executive management requirements and the corresponding level of executive management capability is valid and varies according to the individual's health care community, rank, and organizational position.

In specific, this thesis will address the following questions:

1. What are the perceived executive management requirements and corresponding level of perceived executive management capabilities reported by the respondents?
2. What are the comparative trends in perceived executive management requirements and capabilities between medical communities?

3. What are the comparative trends in perceived executive management requirements and capabilities reported by rank?
4. What are the comparative trends in perceived executive management requirements and capabilities reported by organizational position?

B. CONDUCT OF THE SURVEY

The survey was conducted through the use of a questionnaire, presented in Appendix B, developed by the NPS survey team based on data obtained from the semi-structured interview process. Following a review by BUMED and field testing at Naval Hospital Long Beach and Naval Hospital Camp Pendleton, the survey was mailed to 720 senior executives in Navy Medicine, including: all incumbent Commanding Officers, Executive Officers, and Directors; all officers currently screened for Commanding Officer and Executive Officer billets; key health care executives in the operational forces and headquarters commands; specialty advisors; and medical department flag officers. A listing of these billets and/or individual officers was compiled from the Commanding Officer/Executive Officer screening, key personnel assignment, and the specialty advisor lists provided by BUMED. Additional modifications were provided by the appropriate Bureau of Naval Personnel assignment officers. Funding for the printing and mailing of the questionnaire was provided for by BUMED through NPS.

The survey consisted of a total of sixty questions arranged under the eight major management categories

identified through the semi-structured interview process. In each question the respondent was asked to rate the current level of expertise in the subject and the perception of the required need. In addition the respondent was asked to complete non-identifying personal information. No attempt was made to design the questionnaire so that returns could be matched against the mailing list. A package was mailed to each potential respondent with a cover letter, the questionnaire, and a pre-addressed return envelope. No return postage was provided because of postal restrictions concerning metered mail. However, use of official mail for returning the questionnaires was authorized because of BUMED sponsorship of the survey.

The cover letter (Appendix C), provided by the Surgeon General, was intended to provide the motivation for the completion and return of the questionnaire. Its primary purpose was to emphasize the importance of the survey and to suggest that timely response would be beneficial to the Navy Medical Department as a whole. In addition to the Surgeon General's cover letter, a one-page instruction sheet was provided outlining the intent of the survey, emphasizing the anonymity of all responses, and providing a single point-of-contact telephone number, both DSN and commercial, for respondents seeking additional clarification of any aspect of the survey.

The survey packages were mailed on 13-14 November 1992 and questionnaires began arriving within five days. The majority, approximately seventy-five percent of those returned, were received within eighteen days with final receipts, for the purpose of this thesis, received on 14 January 1993. A total of 476, out of 720, were received. However, because thirteen packages were returned as undeliverable, a total of 707 was used as the basis for return accounting, providing a return rate of sixty-seven percent.

C. SURVEY QUESTIONNAIRE

The survey questionnaire presented in Appendix B is divided into two distinct sections: (1) Part 1 with eight major management categories containing a total of sixty managerial activity questions and a section dealing with management education requirements for the major categories; and, (2) Part 2 containing the demographics and management education/training background questions. The intent of the survey is to complete the second step of the two-step needs assessment process developed by NPS and provide the task and person analysis essential for the development of an executive development program for Navy Medicine.

1. Managing a Military Medical Treatment Facility - Part 1

Part 1 of the survey questionnaire is designed to measure three aspects of the respondent's perspectives concerning executive management in Navy Medicine:

1. Their current level of managerial skills for each of the sixty managerial activities questions contained in the questionnaire.
2. Their perception of the required level of skill for each of the sixty management activities an executive must have to function effectively in the respondent's current role in Navy Medicine.
3. Given the scenario of a management education program being developed for executives in their current managerial role, the respondent was requested to indicate the level of need they would attach to each of the major managerial activity groups. However, while the term "priority" is used to describe the assigned level of need, it should not be inferred that the eight managerial activity groups are being ranked against each other. The intent was for each activity group to receive a rating indicating the level of educational need within that group.

In providing their responses to the sixty managerial activity questions, the respondents were requested to rate their personal level of expertise and the required skill level in a particular activity on a scale of "0" to "10" with "0" indicating no knowledge or ability in an area, "1" to "3" a low level, "4" to "7" a moderate level, and "8" to "10" a high level. In addition to allowing the respondents to indicate their responses more precisely than would be possible on a smaller scale (e.g., "0" to "4"), the larger scale allows for a greater range of responses (variance) to utilize in subsequent analysis. The scale provided for the section concerning management education is similar to the previous scale but groups the responses by priority of need instead of level of ability.

In developing the sixty managerial activity questions for the questionnaire, the NPS team relied extensively on the

results of the semi-structured interview process. Using the eight major management groups identified through the semi-structured interviews (Chapter I, p. 29) as major questionnaire categories, the NPS team analyzed the interview responses to develop an additional listing of the three to five most frequently mentioned skills under each management group (Appendix D). Working groups subsequently modified and supplemented the skills to develop a full range of potential activity skills for each managerial group. At this point, no attempt was made to limit the number of activity skills or ensure a uniform presentation style. When the process of identifying the activity skills was completed, a select working group was formed to accomplish the task of condensing the multiple activity skills developed by the various working groups into the sixty skills used in the final questionnaire. Additionally, the select working group was responsible for the uniform presentation style used for each activity skill and the overall questionnaire design. The questionnaire was then presented to the full NPS team for final comment and modification, then prepared for field testing prior to mailing.

2. Managing a Military Medical Treatment Facility - Part II

Part 2 of the survey questionnaire is designed to provide two separate types of background information concerning the individual respondent:

1. Demographic data providing basic individual and job experience information.
2. Management education/training background data indicating prior education and training in management through traditional undergraduate and postgraduate programs, non-traditional civilian programs, and the various short courses provided by the military. Additionally, any affiliations with the various professional organizations were requested because of the management development requirements inherent to membership.

It is emphasized that the data collection and collation was accomplished in the aggregate only and that no attempt was made to identify individuals or individual responses. The demographic and management education/training data were utilized in the development of identifiable cohorts to use in the comparative analysis of survey responses.

3. Field Testing

In order to ensure that the final survey questionnaire would be clearly written and easily understood by the respondents, a field test was conducted on 29 September 1992 and 01 March 1992 at Naval Hospital Long Beach, CA and Naval Hospital Camp Pendleton, CA. During the field testing the Commanding Officer, Executive Officer, and Directors for each facility completed the questionnaire individually in the presence of a two-person NPS team. Individual executives were then requested to comment on each question as they answered it, with specific attention given to ambiguous, confusing, or misleading questions. Additionally, the executives' comments and recommendations concerning potential additions or

deletions to the various management groups were also solicited.

Following the completing of the field testing, the NPS team formally reviewed all comments and recommendation made by the health care executives at Long Beach and Camp Pendleton, modifying the proposed questionnaire as required. This modified questionnaire was then forwarded to BUMED for final review prior to formal implementation of the survey. With minor modifications, the survey was mailed to the survey population on 13-14 November 1992.

D. PREPARATION FOR ANALYSIS

Analysis of the survey was completed using the SAS statistical package. All responses were numerically coded, in the case of numeric or scaler responses, or input according to an uniform coding system for answers with alpha characters. Appendix E provides a listing of all coding structures.

III. SURVEY RESULTS

A. REPORTED FREQUENCIES

The following section provides the frequencies of selected responses to the survey questions. When the data file was closed, for the purpose of this thesis, 476 surveys had been returned and all surveys were sufficiently complete to be included in the findings. However, every respondent did not answer every question and missing data are listed as "." when included in the following tables. Additionally, percents columns on tables that do not total 100 are attributed to rounding errors only.

1. Demographic and Non-Identifying Personal Data

While the following data provide a general description of the survey population, the information is self reported and, as a result, may contain errors that are not identifiable.

a. Rank

Table IV displays the respondents' reported ranks. Three respondents (less than one percent) did not identify their ranks. Additionally, while civil service grades are indicated with the captain and commander cohorts, the civilian respondents represent only one survey response in each cohort. The "other" rank cohort includes ten officers (lieutenants) and one enlisted (HMCM). Consistent with the targeted

population of "senior" Navy Medical Department executives, 87.9 percent of the survey respondents hold the rank of commander, or civilian equivalent, and above with the captain cohort representing 65.6 percent of the respondents.

TABLE IV
SURVEY DEMOGRAPHICS BY RANK

Rank	Frequency	Percent
Admiral	10	2.1
Captain/GM-15	312	65.6
Commander/GM-14	96	20.2
Lieutenant Commander	44	9.2
Other	11	2.3
.	3	0.6

N=476

b. Corps/Designator

Table V displays the corps/designators reported by the respondents. No differentiation was made between respondents carrying the regular Navy designator and those carrying reserve designators. Six respondents (1.3 percent) did not identify their corps/designator. The "other" cohort includes two Supply Corps, two civilians (civil service), and one enlisted member. While respondent anonymity has been maintained throughout the analysis of the survey, it was possible to develop aggregate corps/designator frequencies during the survey mailing process. Gleaned from the distribution lists provided by BUMED, these frequencies

provide a baseline against which the measurement of response rates within the survey population can be measured. As outlined in Table V, the response rates for the four major categories closely parallels the proportions evident in the survey population.

TABLE V
SURVEY DEMOGRAPHICS BY CORPS/DESIGNATOR: SURVEY RESPONSE RATES

Corps	Designator	Surveys Sent (N=720)	Percent of Survey	Responses Received (n=476)	Percent of Respondents
Medical	2100	244	33.9	154	32.4
Dental	2200	124	17.2	97	20.4
Medical Service	2300	269	37.4	164	34.5
Nurse	2900	71	9.9	50	10.5
Other		12	1.7	5	1.0
.		--	--	6	1.3

c. Organizational Position

Table VI displays the respondents' organizational positions as reported by the respondents. Because of the varied responses reported, the six cohorts displayed in Table VI were built by condensing survey responses into like categories. Eight respondents (1.7 percent) failed to provide their organizational position. Appendix E provides a breakdown of the responses placed into each cohort. Again, the responses are consistent with the targeted population of senior Navy Medical Department executives with 65.5 percent in

TABLE VI
SURVEY DEMOGRAPHICS BY ORGANIZATIONAL POSITION

Organizational Position	Frequency	Percent
Commanding Officer	97	20.4
Executive Officer	72	15.1
Director	143	30.0
Department Head	44	9.2
Operational Forces	16	3.4
Other	96	20.2
.	8	1.7

N=476

Commanding Officer, Executive Officer, or Director positions within Navy medical facilities and 23.6 percent holding positions of significant responsibility within the Operational Forces and "Other" cohorts.

d. Commanding Officer/Executive Officer Experience

Table VII displays the number of respondents identifying experience (past or present) in Commanding Officer and/or Executive Officer billets. Developed from the respondents responses concerning their current position and total months service in Commanding Officer and Executive Officer billets, 51.7 percent of all respondents indicate experience as Commanding Officers or Executive Officers.

TABLE VII
SURVEY DEMOGRAPHICS BY COMMANDING OFFICER AND EXECUTIVE
OFFICER EXPERIENCE

Reporting CO/XO Experience	Frequency	Percent
CO/XO Experience	246	51.7
No CO/XO Experience	230	48.3

N=476

e. Commanding Officer Experience

Table VIII displays the number of respondents identifying experience (past or present) in Commanding Officer billets. Individuals with only Executive Officer experience who were included in Table VII have been placed in the "no experience" cohort for this table. However, while 91 respondents were moved to the "No Experience" cohort, 32.6 percent of all respondents indicate experience in Commanding Officer billets.

TABLE VIII
SURVEY DEMOGRAPHICS BY COMMANDING OFFICER EXPERIENCE

Reporting Commanding Officer Experience	Frequency	Percent
CO Experience	155	32.6
No CO Experience	321	67.4

N=476

B. SURVEY RESPONSES BY MANAGEMENT ACTIVITY GROUPS

Part I of the survey questionnaire (Appendix B) is divided into eight management activity groups containing a total of sixty questions concerning the respondent's current level of knowledge in specific management activities and the level of skill each perceives as required to perform in that individual's present role within Navy Medicine. In addition to the sixty questions concerning the managerial activity skills, eight questions concerning the level of need the respondent would attach to the provision of management training in the eight management activity groups were also included.

Representing 128 individual response opportunities for each survey, the response frequencies provided in Appendix F are varied and cumbersome to illustrate and analyze in their current form. This is notably true when one is conducting the initial analysis of such a large spectrum of data. As a result, the analysis presented in this thesis will condense the data into an alternative format that will facilitate the initial identification of trends, which will reveal the perceived executive management requirements and the current level of perceived management capabilities reported by the respondents. Utilizing the SAS Statistical package, the following data functions were performed:

1. All responses were identified and grouped by the management activity groups presented in the survey.

2. The current level of skill reported for each question was subtracted from the required level of skill reported for the same question to establish the difference, or delta, between the two skill levels.
3. Population mean values for the individual questions concerning the current and required skill levels and the deltas were provided.
4. A population mean value was provided for the survey responses concerning the perceived need for management education in each of the eight management activity groups.
5. Aggregate mean values for each of the eight management activity groups were developed. This was accomplished by:
 - a. Adding the individual survey responses in each category (current and required) to obtain a total value for each category. This total was then divided by the number of questions within the category (e.g., seven for Financial/Resource Management) to develop aggregate values for the current and required questions within each management activity group for the individual respondent.
 - b. The aggregate value for the current skill requirement within each management activity group was then subtracted from the aggregate value of the required skill level to develop an aggregate delta for each group.
 - c. These individual aggregate values were then processed through the SAS package to produce aggregate mean values for the current, required, and deltas for each management activity group.

The results of these data manipulations are presented in Appendix G in the management activity group order established by the survey questionnaire (Appendix B). A dictionary of variable names is also provided in Appendix H to assist the reader in identifying specific responses for evaluation.

The following analysis focuses on the aggregate values developed from the raw data. In specific, the primary concern

is with identifying and evaluating the differences, or deltas, between the perceived level of skill required to do the job and the current skill level reported by the survey population. This emphasis on identifying and reporting the deltas is congruent with the purpose of the survey for the following reasons:

1. The stated goal of the survey instrument is to provide a needs assessment on the task and person analysis level. In essence, identifying what is considered essential for the task, or job, at hand and then identifying and matching personal skill levels essential to that task. The measure of the training or educational requirement being the difference, or delta, between what is required and what skills the individual has available.
2. The survey questionnaire relies on self-reported perceptions of the required level of skills and the respondent's current skills, or capabilities, in meeting the required performance. While the respondent is assumed to have a reasonable understanding of his/her personal skill levels in relation to his/her current role within Navy Medicine, the differences in what is considered a required skill will vary from respondent to respondent and will be dependent on the personal paradigms they viewed the specific task through. While some control over the variability of the required skill levels can be obtained by grouping similar respondents together (e.g., by designator, rank, or organizational position), the difference between the respondent's current skill level and the required skill levels are based on the same paradigms and continue to measure individual training needs relative to the respondents current circumstances.
3. While the problem of self-inflation of the respondent's current abilities, a "halo-effect," is a potential issue, the ability of the NPS needs assessment process to identify the incumbent's true performance is limited by the lack of access to appropriate instruments for measuring personal abilities (e.g., fitness reports) and time constraints that preclude the use of other measurement methods such as subordinate and supervisor evaluations.

Figure 1 provides a graphic representation of the aggregate deltas identified in Appendix G. The figure shows that the lowest values are associated with the Organizational Behavior (ORG) and Communications (COM) management groups,

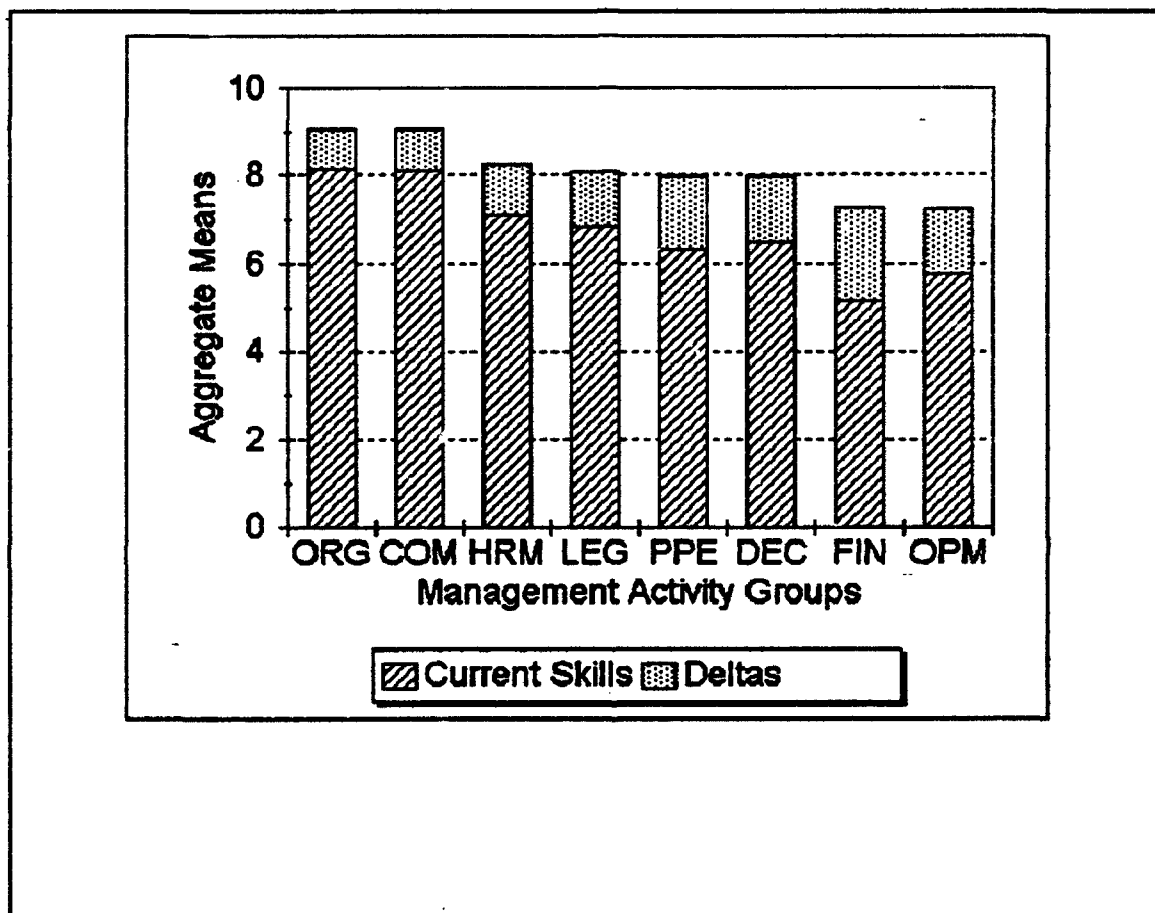


Figure 1
Deltas Between Current and Required Skills (Aggregate)

which are closely associated with the individual leadership and personal interaction skills. As the deltas associated with Manpower (HRM), Legal (LEG), Operations Management (OPM), Decision Making (DEC), Programming, Planning, and Evaluation (PPE), and Financial Management (FIN) are analyzed, a steady

increase in the gap between current and required skills is noted. Much of the increases can be attributed to the increased technical complexity associated with these categories and the availability of in-house "expert assistance" in the form of comptrollers and department heads, whose task it is to provide assistance and guidance concerning the various operations contained in these categories. As a result, the respondents report higher current skill levels, as compared to the required skill levels, in the areas where the skills can be perceived to be built through experience and may not require formal training (e.g., writing, giving feedback, listening effectively, building trust, etc.) for effective performance. However, as the technical management skill requirements rise, and expert support becomes increasingly available, what is shown may reflect a trend to acknowledge an increasing gap between the current level of skill and the required level.

Figure 2 provides additional illustration of the relationship between the current and required skill levels associated with the survey responses. It is interesting to note that as the gap between the current and required skills increases the perceived skill level required for the job exhibits a steady decrease. Communication and Organizational Behavior have the highest aggregate skill levels and lowest deltas relative to the other management skill groups. Again, the emphasis on communications and organizational behavior is consistent with

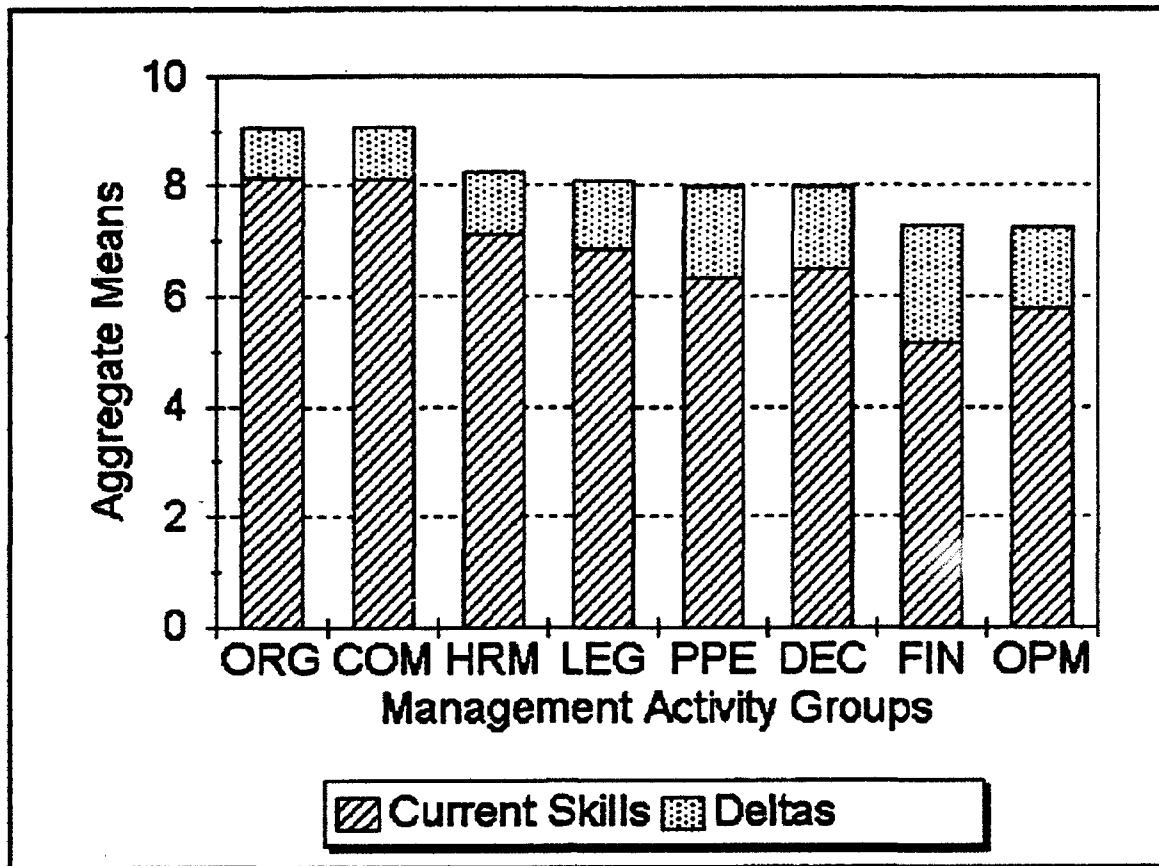


Figure 2
Current vs Required Skills (Aggregate) and Deltas

the personal interaction and individual leadership skills associated with these activities. As the ability to utilize "in-house experts" increases with the technical nature of the management activity, the perceived need for higher levels of personal expert knowledge is reduced. The implicit logic is that senior health care executives respond to executive leadership requirements in a manner consistent with Mintzberg's "Strategic Apex" (Mintzberg, p. 25) and the executive skills outlined by Sieveking, Nicholas, and Woods in 1992 and Mann and Standenmeyer in 1990. While technical management issues associated with financial management, legal

issues, data and information management, and marketing should be addressed to provide the broad spectrum of skills necessary to function in complex health care organizations, the strongest emphasis remains on the interpersonal skills associated with organizational behavior, human resources management, and communications. Recognizing that they cannot be the repository for all technical and organizational knowledge within an organization, the emphasis on the "softer" management skills acknowledges their importance in negotiating, cajoling, and coordinating to accomplish organization goals.

C. SURVEY RESPONSES BY MEDICAL COMMUNITY, RANK, AND ORGANIZATIONAL POSITION

The following sections provide additional analysis of the survey results with respect to the respondent's reported medical community (corps/designator), rank, and organizational position. Again, the analysis will focus on the aggregate values developed from the raw data to identify and evaluate the gaps, or deltas, between the perceived level of skill required and the current skills reported by the particular cohort within the survey population. Data manipulation on individual cohorts (e.g., Medical Corps) was consistent with the techniques explained in the population analysis section. Appendix I provides the results of these data manipulations in management group order.

1. Responses by Medical Community (Corps)

Table IX displays the population distribution utilized in the analysis of survey responses by medical community.

**TABLE IX
SURVEY RESPONSES BY MEDICAL COMMUNITY WITH SPLIT MEDICAL
SERVICE CORPS**

Corps	Frequency	Percent
Medical	154	36.3
Dental	97	22.9
Medical Service - HCA	93	21.9
Medical Service - AH	30	7.1
Nurse	50	11.8

N=424

The Medical, Dental, and Nurse Corps cohorts have remained unchanged from those reported in Table V, however, for the purpose of this analysis, the Medical Service Corps has been divided into two separate communities based on subspecialty codes reported by the respondents (Appendix J):

1. Health Care Administration -- including administrative specialties in financial management, logistics, health care administration, patient administration, and similar activities.
2. Allied Health -- including such health care and science specialties as biochemistry, physiology, psychology, environmental health, physical therapy, pharmacy, podiatry, and similar activities.

It should be noted that in defining the separate Medical Service Corps cohorts, forty-one Medical Service Corps

officers previously identified as responding to the survey were dropped from the analysis, for the purpose of analyzing responses by medical community only, because of failure to provide a subspecialty code. No other method is available to identify the two distinct segments of the Medical Service Corps. However, to analyze the basic hypothesis that differences between the current and required skills reported by corps exist, including the administrative and allied health segments of the Medical Service Corps, surveys which cannot be accurately identified cannot be included. Additionally, the five respondents included in the "Other" cohort were also excluded because of the small cohort size.

Figure 3 provides a graphic representation of the aggregate deltas identified in Table X. Initial analysis of Figure 3 reveals overall trends consistent with those demonstrated by the survey population. The lowest values continue to be associated with Communication (COM) and Organizational Behavior (ORG) with the deltas associated with Manpower (HRM), Legal (LEG), Operations Management (OPM), Decision Making (DEC), Programming, Planning, and Evaluation (PPE), and Financial Management (FIN) indicating an increasing gap between the current and required skills reported. Again, much of the increases can be attributed to the increased technical complexity associated with these categories and the availability of in-house "expert assistance." Similarly, the higher skill levels, as evidenced by lower deltas, are in

TABLE X
AGGREGATE MEANS AND DELTAS BY DESIGNATOR

Management Activity Group	Medical	Dental	Medical Service HCA	Medical Service AH	Nurse
FIN (R)	7.50	6.58	7.59	6.56	7.82
FIN (C)	4.94	4.29	6.85	4.45	4.39
Delta	2.56	2.29	0.74	2.11	3.43
PPE (R)	7.92	7.59	8.17	7.57	8.88
PPE (C)	5.98	5.74	7.32	5.97	6.47
Delta	1.94	1.85	0.85	1.60	2.41
DEC (R)	7.95	7.72	8.04	7.76	8.68
DEC (C)	6.35	5.96	7.22	6.55	6.42
Delta	1.60	1.76	0.82	1.21	2.26
LEG (R)	7.89	8.10	8.00	8.30	8.78
LEG (C)	6.41	6.85	7.55	7.08	6.64
Delta	1.48	1.25	0.45	1.22	2.14
OPM (R)	7.14	7.30	7.24	7.17	7.53
OPM (C)	5.33	5.65	6.83	6.11	5.04
Delta	1.81	1.65	0.41	1.06	2.49
ORG (R)	9.00	8.85	9.08	9.01	9.59
ORG (C)	7.93	7.94	8.51	8.23	8.31
Delta	1.07	0.91	0.57	0.78	1.28
HRM (R)	8.28	8.04	8.12	8.23	8.94
HRM (C)	6.69	6.75	7.78	7.27	7.49
Delta	1.59	1.29	0.34	0.96	1.45
COM (R)	9.05	8.91	9.14	8.94	9.58
COM (C)	8.00	7.82	8.40	8.34	8.45
Delta	1.05	1.09	0.74	0.60	1.13

areas where skills can be perceived to be built through experience and may not require formal training to be effective. The general trend remains that when technical management skill requirements rise, and increased technical support is available, the gap between current and required skill levels increases.

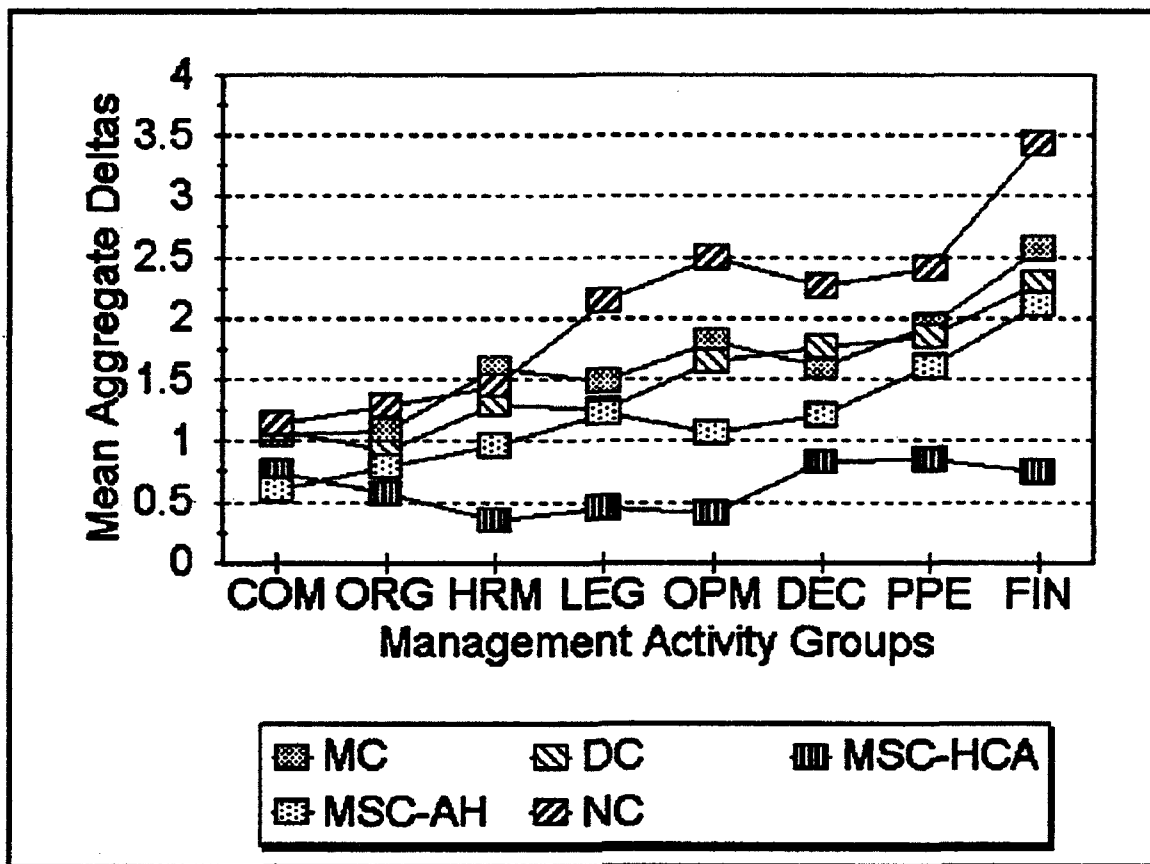


Figure 3
Aggregate Deltas by Designator

In analyzing corps specific trends, it is immediately evident that two cohorts, Nurse Corps (NC) and Medical Service Corps-Health Care Administration (MSC-HCA), report gaps between current and required skills that appear to differ substantially from those reported by the Medical Corps (MC), Dental Corps (DC), and Medical Service Corps-Allied Health (MSC-AH). This is particularly evident in the Financial Management, Program, Planning, and Evaluation, Decision Making, Legal, and Operations Management activities, with the means converging in Organizational Behavior and Communications. As demonstrated in Figure 3, and outlined in Table X,

the Nurse Corps consistently demonstrates the highest deltas with the Medical Service Corps-Health Care Administration demonstrating the lowest. Appendix K provides additional support in showing that the variances of the aggregate means between the NC and MSC-HCA are statistically significant at the 0.05 level in all activity groups. The NC and MSC-HCA cohorts also demonstrate consistently significant variances with the other cohorts in the majority of the management activity groups. However, the variances demonstrated between the Medical Corps, Dental Corps, and Medical Service Corps-Allied Health are not significant.

Figure 4 and Figure 5 provide additional illustration concerning the relationship between the current and required skill levels associated with survey responses by designator. Again, the trends associated with the Medical Corps, Dental Corps, and Medical Service Corps-Allied Health demonstrate remarkably similar patterns which provide little observable variance. However, analysis of Figures 4 and 5 provide significant insight into the deltas associated with the Nurse Corps and the Medical Service Corps-Health Care Administration.

In Figure 4, the Nurse Corps consistently assigns the highest required skill levels to the management activity groups. Additionally, as demonstrated in Figure 5, the values assigned by the Nurse Corps to current skill requirements remains consistent with those assigned by the Medical Corps,

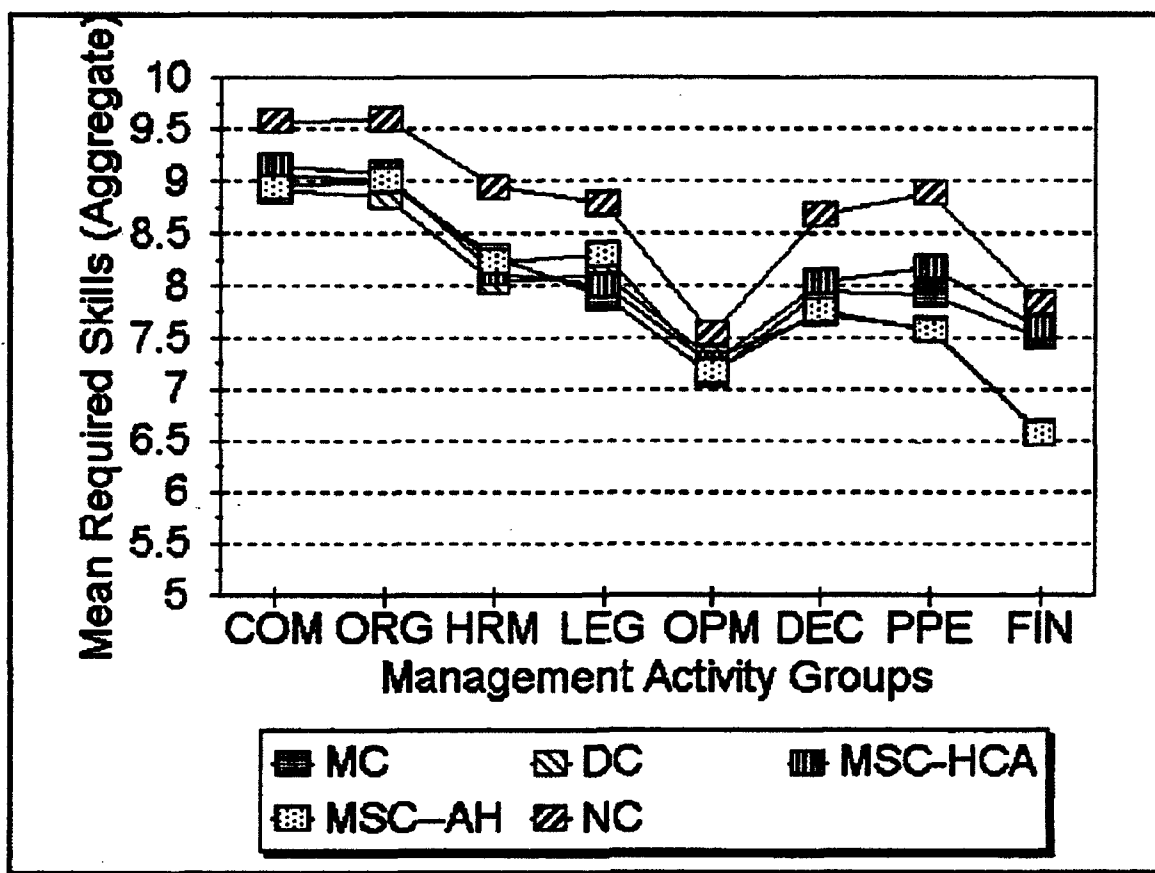


Figure 4
Mean Required Skills (Aggregate) by Corps

Dental Corps, and Medical Service Corps-Allied Health. In other words, the higher deltas associated with the Nurse Corps may be attributed to the higher level of importance the Nurse Corps assigns to required skills and it can be argued that the current skill levels are consistent with those reported by the other medical communities. However, if it is assumed the respondent has a reasonable understanding of his/her personal skill levels in relation to his/her current role in Navy Medicine, based on corps specific paradigms, the size of the deltas may still provide a better measure of the corps specific issues that one provided by a direct comparison of

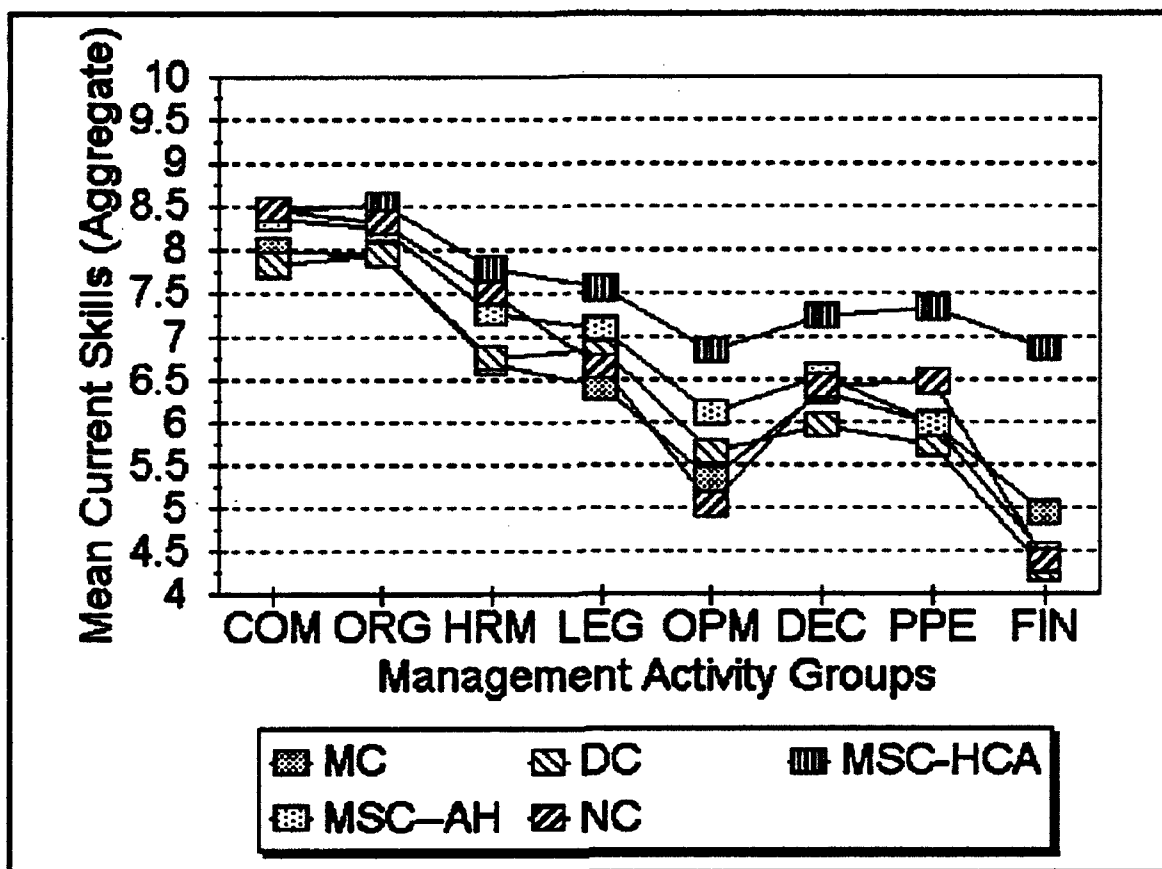


Figure 5
Mean Current Skills (Aggregate) by Corps

current and required skill levels. This would also be consistent with the management skills gap acknowledged by nursing administrators in the more technically complex management activity groups (e.g., Financial, Decision Making, Program, Planning, and Evaluation) while the deltas remain smaller in areas where nurse administrators have historically done well (e.g., Communications and Organizational Behavior) (Eubanks, p. 25).

The deltas associated with the Medical Service Corps-Health Care Administration are similar in nature. However, in this case the required skills illustrated in Figure 4 remain

consistent with those of the Medical Corps, Dental Corps, and Medical Service Corps-Allied Health while the current skills illustrated in Figure 5 demonstrate consistently higher levels. While graphically apparent, this higher level of perceived current skills is not unexpected in management activity groups that are consistent with the training and experience of health care administrators when compared to executives with predominantly clinical backgrounds.

2. Response by Rank

Table IV displays the population distribution utilized in the analysis of survey responses by rank. All cohorts have remained unchanged. Figure 6 provides a graphic representation of the aggregate deltas identified in Table XI. Initial analysis of Figure 6 reveals overall trends reasonably consistent with those noted in the previous analysis. The lowest values continue to be associated with Communication (COM) and Organizational Behavior (ORG) with the deltas associated with Manpower (HRM), Legal (LEG), Operations Management (OPM), Decision Making (DEC), Program, Planning, and Evaluation (PPE), and Financial Management (FIN) indicating an increasing gap between the current and required skill levels increasing as the requirement for technical management skills rises and increased technical support is available.

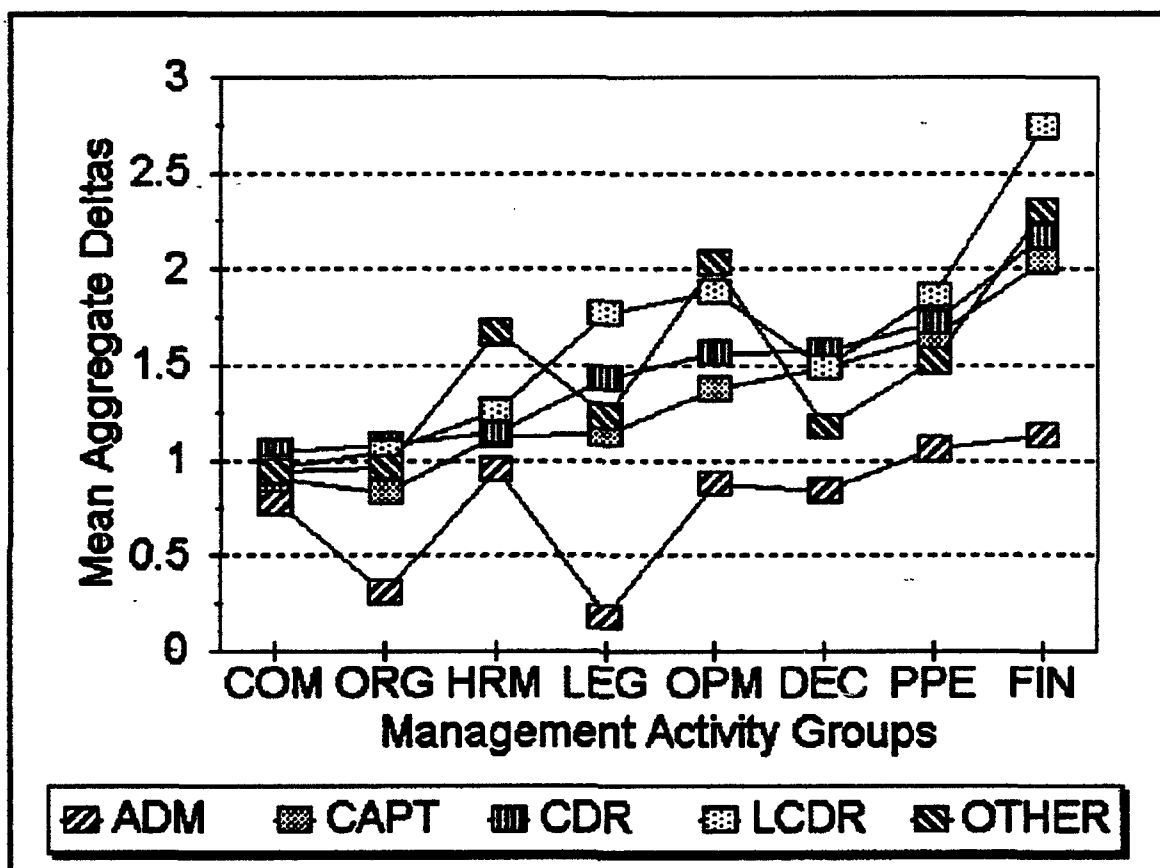


Figure 6
Aggregate Deltas by Rank

TABLE XI
AGGREGATE MEANS AND DELTAS BY RANK

Management Activity Group	Admiral	Captain	Commander	Lieutenant Commander	Other
FIN (R)	8.77	7.24	7.25	7.58	6.40
FIN (C)	7.64	5.20	5.08	4.84	4.10
Delta	1.13	2.04	2.17	2.74	2.30
PPE (R)	8.96	7.99	7.98	8.05	7.27
PPE (C)	7.90	6.35	6.26	6.19	5.75
Delta	1.06	1.64	1.72	1.86	1.52
DEC (R)	8.72	7.99	7.88	8.07	7.23
DEC (C)	7.88	6.50	6.31	6.58	6.05
Delta	0.84	1.49	1.57	1.49	1.18
LEG (R)	8.73	8.05	7.99	8.32	7.76
LEG (C)	8.55	6.91	6.56	6.55	6.53
Delta	0.18	1.14	1.43	1.77	1.23
OPM (R)	8.25	7.26	7.04	7.44	7.09
OPM (C)	7.37	5.89	5.48	5.56	5.06
Delta	0.88	1.37	1.56	1.88	2.03
ORG (R)	9.67	9.05	8.99	9.08	8.21
ORG (C)	9.36	8.22	7.91	8.03	7.25
Delta	0.31	0.83	1.08	1.05	0.96
HRM (R)	8.87	8.23	8.21	8.38	8.11
HRM (C)	7.92	7.10	7.06	7.12	6.44
Delta	0.95	1.13	1.15	1.26	1.67
COM (R)	9.76	9.07	9.10	9.01	8.45
COM (C)	8.98	8.17	8.05	8.05	7.51
Delta	0.78	0.90	1.05	0.96	0.94

In analyzing rank specific trends, the Admiral (ADM) cohort demonstrates consistently lower deltas between current and required skills than are exhibited by the other cohorts. The obvious exceptions to these trends are the Communications (COM) and Manpower (HRM) management activity groups where the delta values are consistent with those of the other cohorts.

However, as exhibited in Appendix K, the significant variances are associated with the Legal Issues (LEG) management activity group in which the Admiral (ADM) cohort's variance is significant at the 0.05 level from the variance of Captains (CAPT), Commanders (CDR), and Lieutenant Commander (LCDR). The remaining cohorts, Captain, Commander, Lieutenant Commander, and "Other" (OTHER), demonstrate reasonably consistent trends throughout the management activity groups with the Lieutenant Commander cohort exhibiting a slight variation through the Manpower (HRM), Legal (LEG), Operations Management (OPM), and Decision Making (DEC) management activity groups, however, these variances are not statistically significant.

Figure 7 and Figure 8 provide additional illustration concerning the relationship between the current and required skill levels associated with survey responses by rank. In the initial analysis, the Captain (CAPT), Commander (CDR), and Lieutenant Commander (LCDR) cohorts demonstrate distinctly similar patterns in both current and required skill levels, while the Admiral (ADM) cohort demonstrates higher values in both areas. Additionally, the "Other" (OTHER) cohort with the junior respondents of this survey (lieutenants) demonstrates smaller values in both areas, but most impressively in the required skills. The higher values associated with the Admiral cohort are consistent with what would be anticipated from senior executives who have held the multiple executive

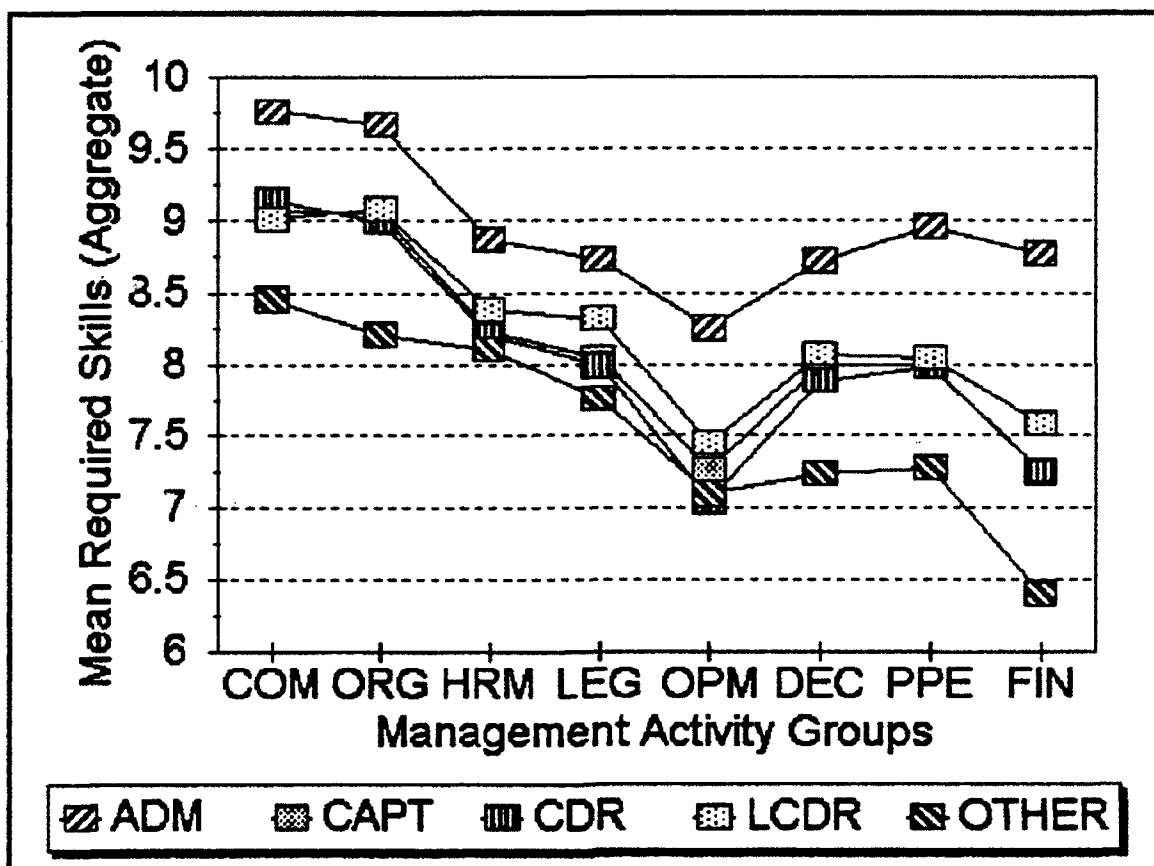


Figure 7
Mean Required Skills by Rank

management positions necessary for selection to flag rank. Additionally, higher required skill levels would also be expected for such senior and select leadership positions. While it can be argued that a similar trend could be expected from senior Captain and Commander respondents, these cohorts represent the gamut of organizational and career milestones (e.g., senior Medical Corps officer in their first non-clinical position or senior Medical Service Corps officers on their third Commanding Officer tour) and, because of offsetting values, would be expected to measure lower than the admiral cohort in management activities. The lower current

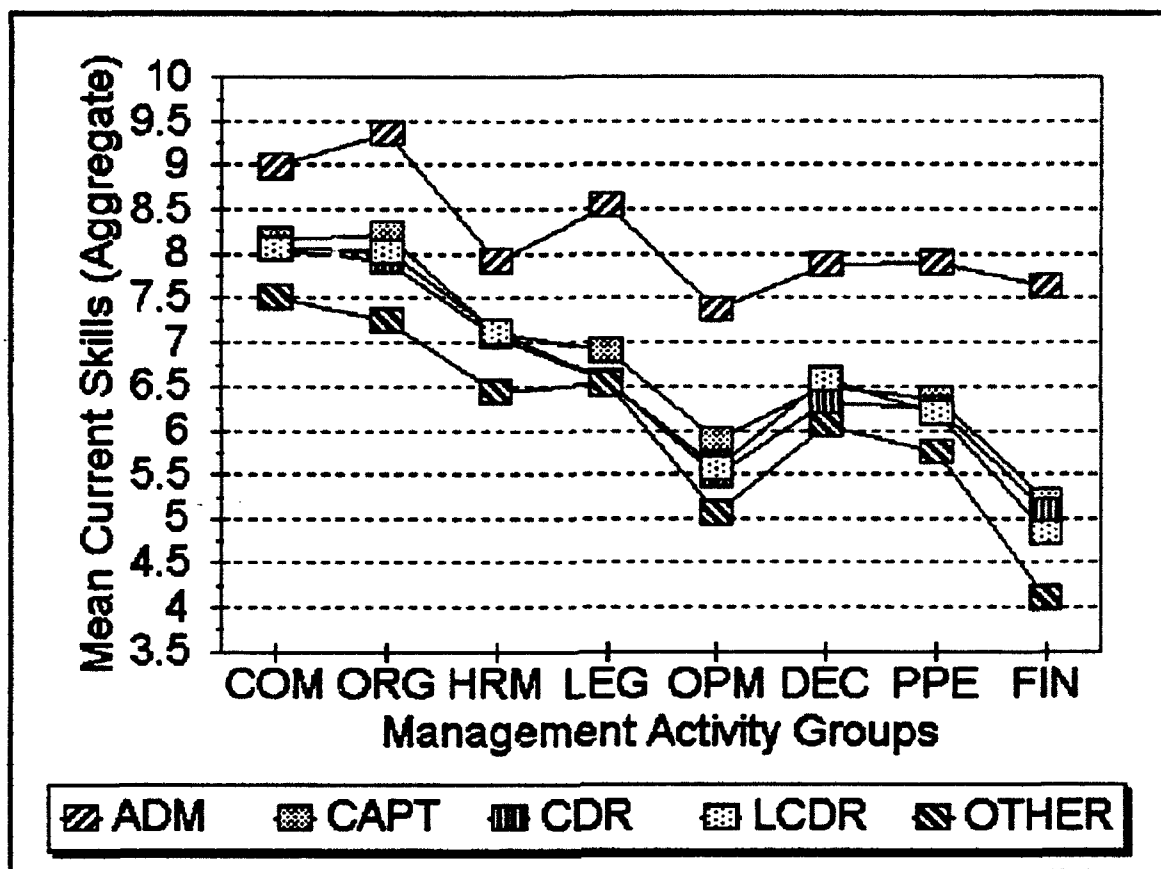


Figure 8
Mean Current Skills by Rank

and required skills noted in the "Other" cohort are also consistent with what would be anticipated from junior officers who are responding to survey questions based on what is required in their current rank. As they gain rank the logical assumption would be that the reported required skills would also rise commensurate with the additional responsibilities of the new rank. Likewise it would be anticipated that the current skill levels reported would also rise as the respondent increased their experience levels within Navy Medicine.

3. Responses by Organizational Position

Tables VI, VII, and VIII display the population distribution utilized in the analysis of survey responses by organizational position. All cohorts have remained unchanged and Appendix E provides a breakdown of the response placed in each cohort.

a. Responses by All Organizational Positions

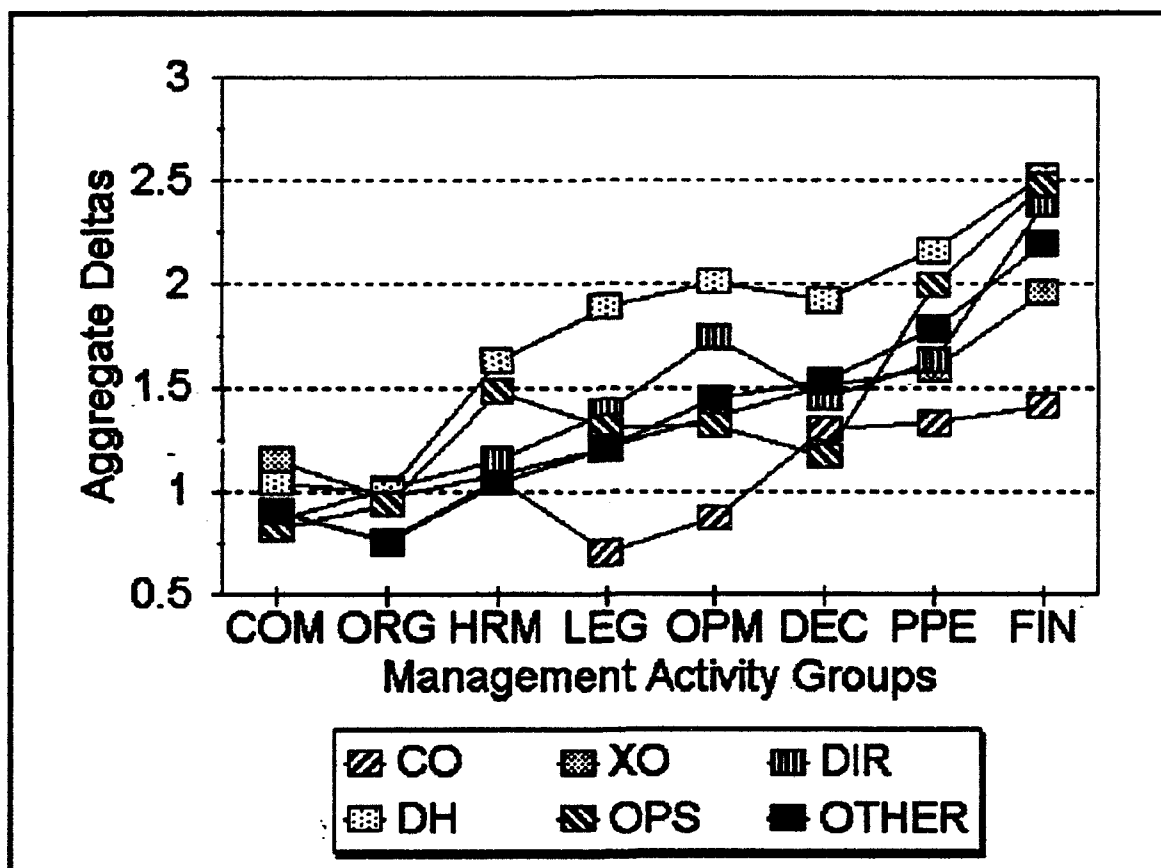


Figure 9
Aggregate Deltas by Organizational Position

Figure 9 provides a graphic representation of the deltas identified in Table XII. Initial analysis of Figure 9

TABLE XII
AGGREGATE MEANS AND DELTAS BY ORGANIZATIONAL POSITION

Management Activity Group	CO	XO	DIR	DH	OPS	OTHER
FIN (R)	7.28	7.31	7.57	7.69	6.92	6.64
FIN (C)	5.87	5.35	5.19	5.17	4.44	4.45
Delta	1.41	1.96	2.38	2.52	2.48	2.19
PPE (R)	7.98	8.22	8.10	7.90	7.35	7.78
PPE (C)	6.65	6.63	6.47	5.74	5.36	6.00
Delta	1.33	1.59	1.63	2.16	1.99	1.78
DEC (R)	7.94	8.13	8.07	7.79	7.63	7.86
DEC (C)	6.64	6.62	6.62	5.87	6.46	6.33
Delta	1.30	1.51	1.45	1.92	1.17	1.53
LEG (R)	8.27	8.41	8.06	8.17	8.07	7.67
LEG (C)	7.57	7.20	6.67	6.28	6.76	6.46
Delta	0.70	1.21	1.39	1.89	1.31	1.21
OPM (R)	7.29	7.56	7.30	7.26	6.84	6.94
OPM (C)	6.42	6.20	5.56	5.25	5.52	5.49
Delta	0.87	1.36	1.74	2.01	1.32	1.45
ORG (R)	9.18	9.21	9.03	8.79	9.08	8.87
ORG (C)	8.42	8.24	8.02	7.79	8.14	8.12
Delta	0.76	0.97	1.01	1.00	0.94	0.75
HRM (R)	8.34	8.35	8.38	8.19	7.98	7.95
HRM (C)	7.28	7.27	7.23	6.56	6.50	6.91
Delta	1.06	1.08	1.15	1.63	1.48	1.04
COM (R)	9.18	9.18	9.01	9.01	8.84	9.02
COM (C)	8.28	8.03	8.15	7.97	8.02	8.12
Delta	0.90	1.15	0.86	1.04	0.82	0.90

reveals overall trends reasonably consistent with those noted in previous analysis. The lowest values continue to be associated with Communication (COM) and Organizational Behavior (ORG) with the deltas associated with Manpower (HRM), Legal (LEG), Operations Management (OPM), Decision Making (DEC), Program, Planning, Evaluation (PPE), and Financial

Management (FIN) indicating an increasing gap between the current and required skills reported. The obvious exception to the overall trends appears to be the Commanding Officer (CO) responses in Legal (LEG) and Operations Management (OPM) where the values are lower than those reported by respondents in all other categories. Additionally, as exhibited in Appendix K, the variances associated with the Commanding Officer cohort demonstrate significant (at the 0.05 level) variance from those reported by Department Heads in the five activities with the highest technical complexity (e.g., Financial Management, Program, Planning and Evaluation, and Legal Issues). Some additional variance is also noted between the Commanding Officer and Directors in Financial Management, Legal, and Operations Management. In all technically complex activities the Commanding Officers demonstrate lower gaps between current and required skills than those demonstrated by other cohorts with the deltas converging in Communications, Organizational Behavior, and Manpower. However, this is consistent with what would be expected from Commanding Officers who have served in Department Head, Director, and Executive Officer billets as career development milestones before becoming Commanding Officers. The basic assumption would be that the lower deltas demonstrated by the Commanding Officer would be attributable to the significant level of experience required for selection to such a position.

Figures 10 and 11 provide additional illustration concerning the relationship between the current and required skill levels associated with survey responses by organizational position. However, the trends are not as easily identifiable as in previous analysis by corps and rank. However, the current and required skills reported by

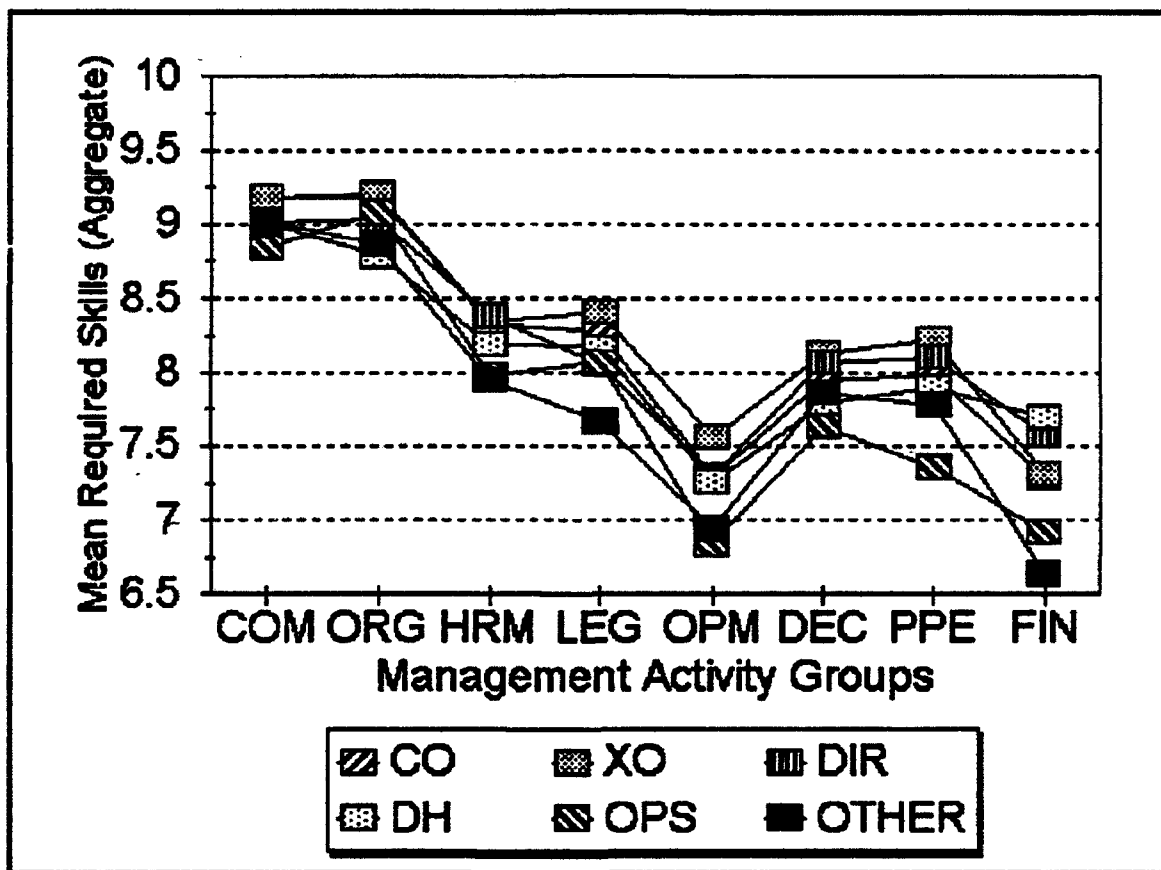


Figure 10
Mean Required Skills by Organizational Position

Commanding Officers and Executive Officers demonstrate a small but consistent trend of being higher in the current skill category while following the general trends exhibited by other cohorts in required skills. Again, this may be attributable

to the higher level of experience associated with the command development process.

b. Responses by Commanding Officer and/or Executive Officer Experience and Commanding Officer Experience

In the previous section a general trend was discussed in which the Commanding Officer respondents demonstrated a slightly higher level of current skill in all areas when compared to the other, more junior, organizational positions. The implicit logic appears to be that as the respondent progresses through organizational positions he/she

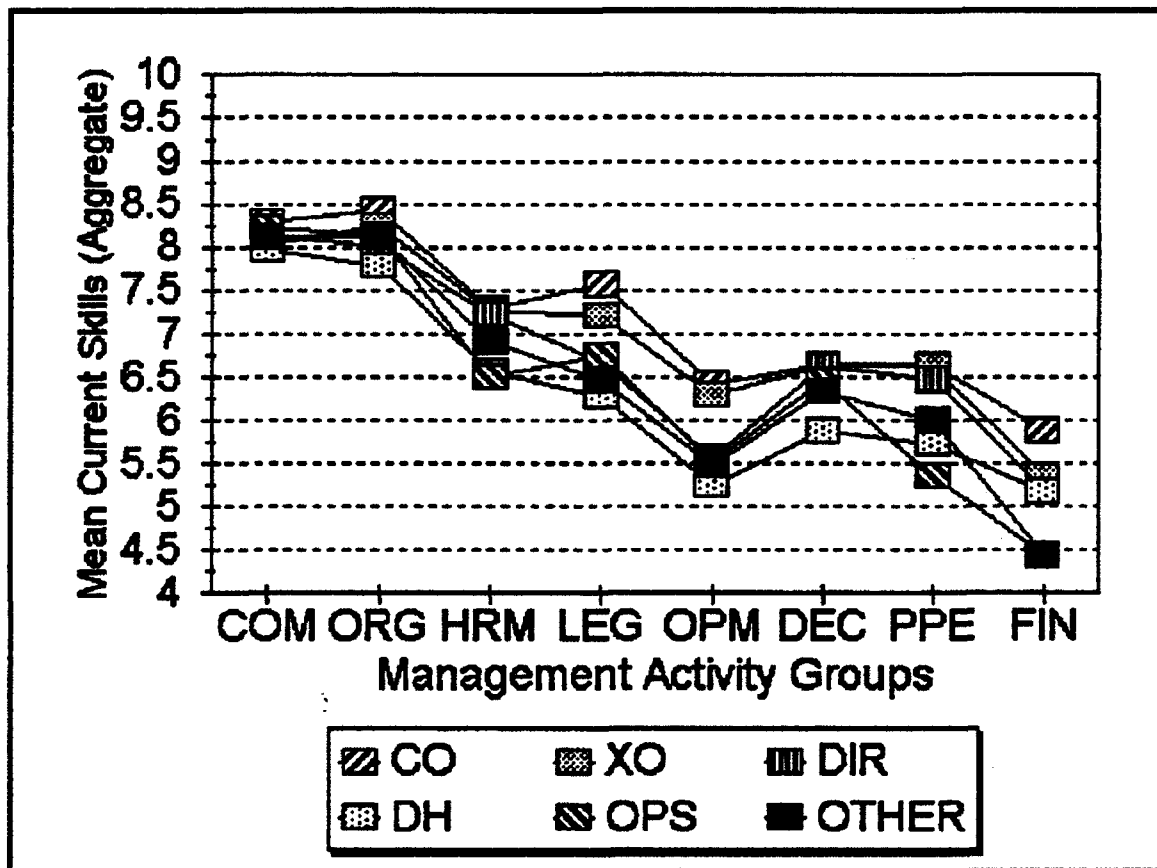


Figure 11
Mean Current Skills by Organizational Position

gains experience and knowledge in the managerial activities associated with each increase in organizational position. This is particularly true if the premise that each new assignment is a "career development milestone" that prepares the incumbent for the next step in the executive ladder toward command is accepted as the norm in officer career development within the Navy Medical Department. If it is, then the next logical step is to compare the respondents with Commanding Officer and/or Executive Officer experience against respondents without such experience. Additionally, the respondents indicating Commanding Officer experience should also be compared with those who do not. In this manner, the assumption that the required skills and current skill levels for individuals with command level experience are higher than those demonstrated by individuals in "career development" positions can be evaluated.

Figures 12 and 13 provide a graphic representation of the current and required means outlined in Table XIII with deltas illustrated visually by the differences between the current and required skills. However, the deltas associated with Commanding Officer experience are consistently lower in all areas while the No-Commanding Officer experience deltas remain essentially the same as those shown for the No-Commanding Officer and/or Executive Officer experience. In both cases, Commanding Officer experience or Commanding Officer and/or Executive Officer experience, the differences

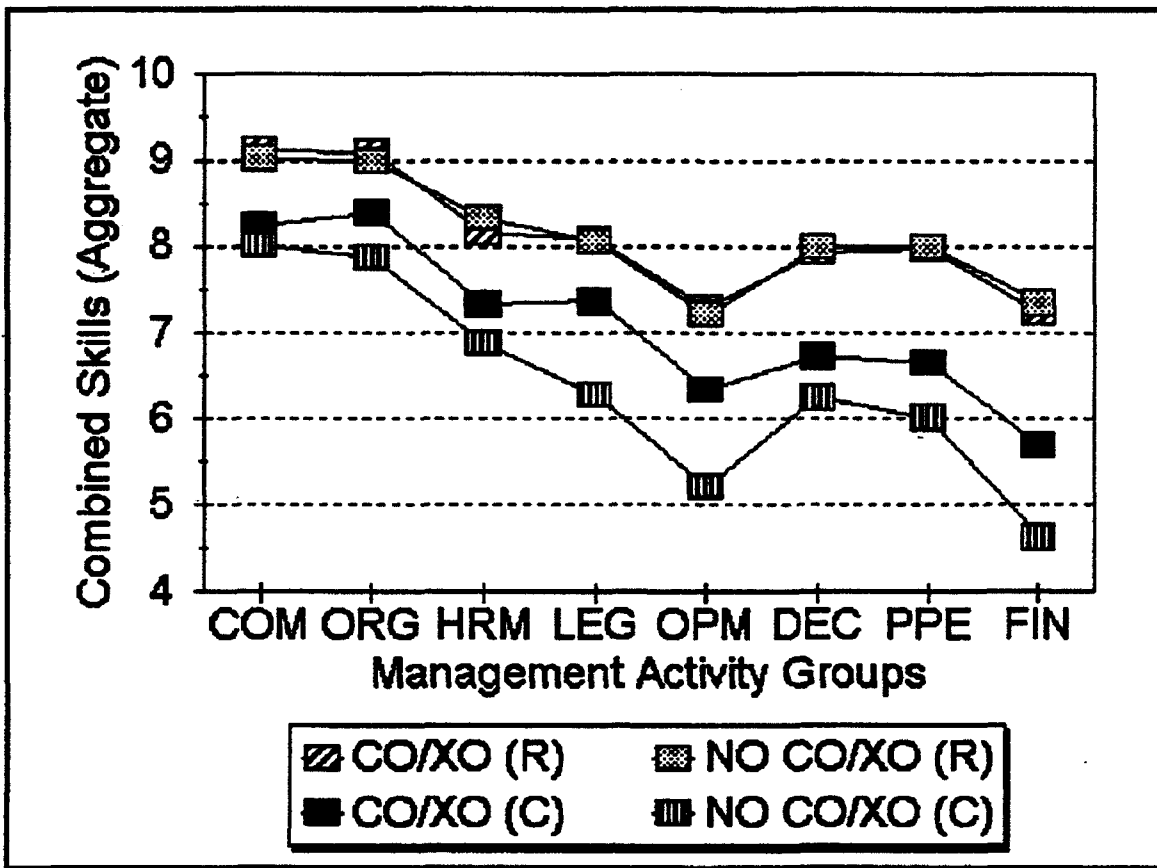


Figure 12
Mean Combined Skills by Commanding Officer and/or Executive Officer Experience

In both tables, the trends associated with required skills and current skills are essentially mirror images. between the respondents indicating experience and those indicating no experience remain significant at the 0.05 level (Appendix E) with the exception of Communications (COM). In summary, the only discernable difference between the individuals with Commanding Officer experience and those with Commanding Officer and/or Executive Officer experience is a improvement in the deltas between current and required skills for the slight skill levels anticipated from a cohort that encompasses

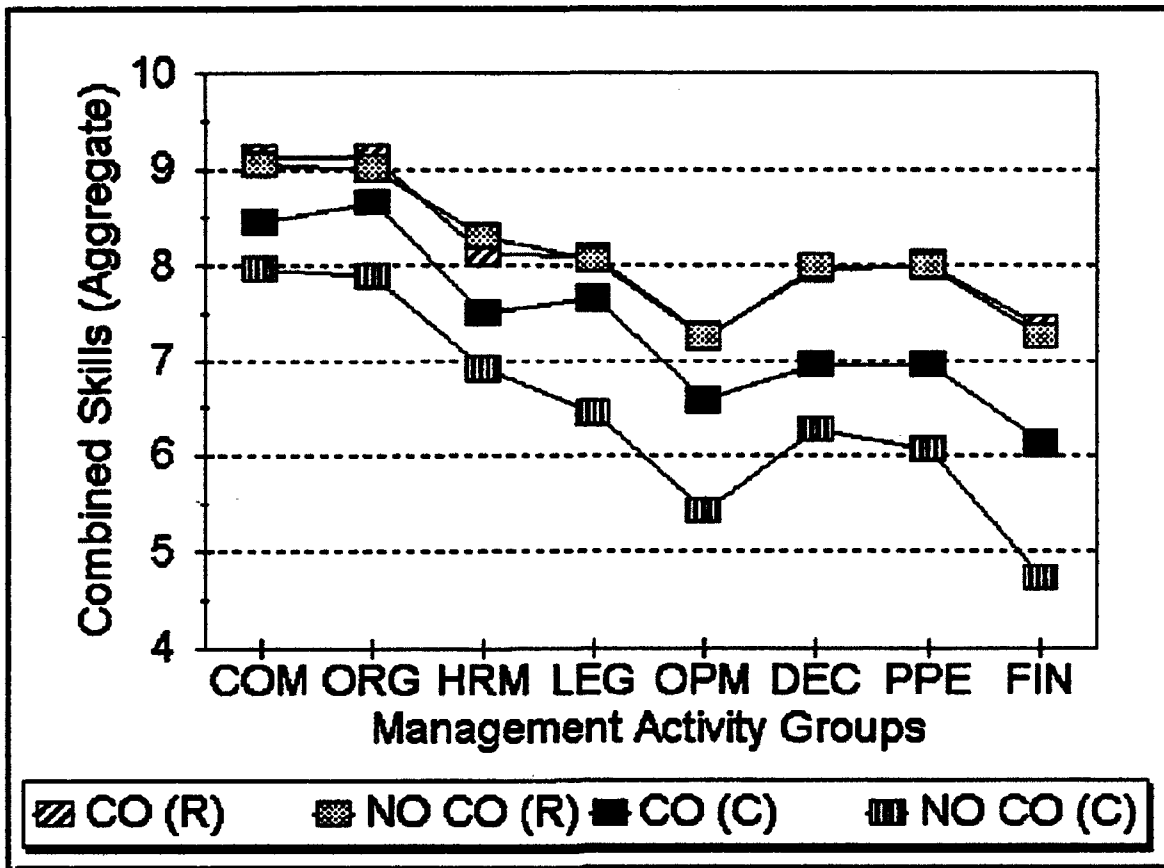


Figure 13
Mean Combined Skills by Commanding Officer Experience

Commanding Officer cohort. This is consistent with the higher only individuals with Commanding Officer experience. In the case of the Commanding Officer and/or Executive Officer cohort, while the cohort contains the same Commanding Officer respondents, the additional Executive Officer respondents who have no Commanding Officer experience would be anticipated to report lower skill levels based on their more "limited" experience in senior executive positions.

TABLE XIII
COMBINED MEANS AND DELTAS BY COMMANDING OFFICER AND/OR
EXECUTIVE OFFICER EXPERIENCE AND COMMANDING OFFICER EXPERIENCE

Management Activity Group	CO/XO Experience	NO CO/XO Experience	CO Experience	No CO Experience
FIN (R)	7.22	7.34	7.34	7.25
FIN (C)	5.69	4.62	6.12	4.72
Delta	1.53	2.72	1.22	2.53
PPE (R)	7.98	8.00	8.01	7.98
PPE (C)	6.65	6.01	6.95	6.05
Delta	1.33	1.99	1.06	1.93
DEC (R)	7.94	8.00	7.95	7.98
DEC (C)	6.72	6.24	6.95	6.26
Delta	1.22	1.76	1.00	1.72
LEG (R)	8.07	8.06	8.09	8.06
LEG (C)	7.36	6.27	7.66	6.44
Delta	0.71	1.79	0.43	1.62
OPM (R)	7.28	7.21	7.26	7.24
OPM (C)	6.33	5.21	6.57	5.42
Delta	0.95	2.00	0.69	1.82
ORG (R)	9.09	8.99	9.13	9.00
ORG (C)	8.39	7.87	8.65	7.89
Delta	0.70	1.12	0.48	1.11
HRM (R)	8.17	8.32	8.12	8.30
HRM (C)	7.32	6.87	7.49	6.91
Delta	0.85	1.45	0.63	1.39
COM (R)	9.11	9.02	9.12	9.05
COM (C)	8.24	8.01	8.45	7.97
Delta	0.87	1.01	0.67	1.08

IV. CONCLUSIONS AND RECOMMENDATIONS

The primary hypothesis under consideration throughout this thesis is that a gap between the perceived executive management requirements and the corresponding level of executive management capability exists within Navy Medicine and varies across health care communities, ranks, and organizational positions. Having completed the initial analysis of the survey responses, the following conclusions and recommendations are presented.

A. RESEARCH CONCLUSIONS

1. The Perceived Executive Management Requirements and Corresponding Level of Perceived Management Capabilities Reported by the Respondents

The survey analysis presented in Chapter III demonstrates a consistent gap between the current executive management capabilities reported by the respondents and the required level of executive management skill they perceive as being required for an executive in their current positions. This gap, or delta, is evident across all categories and analysis of the mean aggregate values indicates that the current capabilities consistently fail to meet the reported level of skill required for the position. The smallest gaps between current and required skills are reported in the strongly interpersonal management activities of Communication and Organizational Behavior while the more technically complex

management skills of Financial Management, Decision Making, Operations Management, and Program, Planning, and Evaluation show the largest. Again, the emphasis on communications and organizational behavior is consistent with the personal interaction and individual leadership skills associated with the two activities, skills that are utilized daily at all levels of Navy Medicine in the provision of patient care. On the other hand, as the ability to utilize the "in-house experts" increases with the technical nature of the management activity, the perceived need for higher levels of personal knowledge is reduced.

As summarized in Chapter III, the implicit logic is that senior health care executives respond to executive leadership requirements in a manner consistent with Mintzberg's "Strategic Apex" (Mintzberg, p. 25) and the executive skills outlined in Sieveking, Nicholas, and Woods in 1992 and Mann and Standenmeyer in 1990. While a broad spectrum of the technically complex management skills are necessary to function in complex health care organizations, the strongest emphasis remains on the interpersonal skills associated with organizational behavior, human resources management, and communications. As senior executives recognize that they cannot be the "subject matter experts" for all the technical and organizational knowledge in an organization, their emphasis on the "softer" management skills acknowledges their importance in the negotiating,

coordinating, and leading necessary to accomplish the organizations goals.

2. The Comparative Trends in Perceived Executive Management Requirements and Capabilities Between Medical Communities

The Medical Corps, Dental Corps, and Medical Service Corps-Allied Health cohorts demonstrated similar trends in the survey responses and provide little observable variance. However, the Nurse Corps reported significantly larger gaps between current and required skills than those demonstrated by all other health care community cohorts. While reporting current skill levels similar to the other cohorts, these larger gaps are directly related to the higher level of required skills reported in each management activity in comparison with the other cohorts. In other words, it can be argued that the current skill levels reported by the Nurse Corps are consistent with those reported by the other health care communities, and that the significance of the gaps should be attributed to the higher level of importance the Nurse Corps assigns to required skills. However, based on the assumption that the individual respondent has a reasonable understanding of his/her personal skill levels, based on corps specific paradigms, in comparison to those required of their position, the size of the gaps may provide a better measure of the corps specific issues than one based strictly on the comparison of current and required skill levels.

The Medical Service Corps-Health Care Administration cohort reported significantly smaller gaps between current and required skills. In this case the required skill levels remain consistent with those of the Medical Corps, Dental Corps, and Medical Service Corps-Allied Health and the smaller gaps are attributed to the higher current skill levels reported by the cohort. However, this higher level of current skills in management activity groups that are consistent with the training and experience of health care administrators is not unexpected.

3. The Comparative Trends in Perceived Executive Management Requirements and Capabilities Reported by Rank

While the Captain, Commander, and Lieutenant Commander cohorts demonstrated distinctly similar patterns in both current and required skill levels, the Admiral cohort reported higher values in both skill areas while also demonstrating the lowest gaps between current and required skills for all rank cohorts. However, the higher skill values of the Admiral cohort are consistent with what would be expected in such senior and select leadership positions and from the executive development inherent in the process of selection to flag rank. While it can also be argued that a similar trend could be expected from the Captain and Commander respondents, these cohorts represent the gamut of organizational and career milestones and, because of offsetting values, would be expected to measure lower than the Admiral cohort in management activities.

It is also interesting to note that the junior respondents of this survey (eleven lieutenants and one master chief) reported lower values in both current and required skills, but most impressively in required skills. These lower skill levels are consistent with what would be anticipated from junior officers answering a survey concerning what is required in their current position and rank. As they gain rank the logical assumption would be that the reported required skills would also rise commensurate with the additional responsibilities of the new rank.

4. The Comparative Trends in Perceived Executive Management Requirements and Capabilities Reported by Organizational Position

While the Commanding Officer cohort demonstrates lower gaps between current and required skills, and higher current skills, when compared to individual organizational position cohorts, the significant comparison appears to be the difference between respondents having Commanding Officer and/or Executive Officer experience and those that do not. The respondents having no experience as Commanding Officers and/or Executive Officers consistently demonstrated larger gaps between the current and required executive management skills. However, the stronger skills associated with the respondents who report command level experience are attributable to the experience gained in attaining the career milestones necessary for selection to such positions. The implicit logic is that when the health care executive makes

the transition from director, or another position of similar responsibility, to Executive Officer/Commanding Officer positions, they have developed a group of skills that set them apart from the other cohorts and have made the transition from the more parochial administrative management of a narrower organizational structure to the statesman level of institutional leadership.

5. Additional Conclusions and Comments

It should be emphasized that the primary purpose of the survey questionnaire was to provide the basic needs assessment for executive development training requirements within Navy Medicine on a task and personal basis. As a result, it is through the analysis of the trends associated with the gaps between the current and required skill levels that the NPS team can highlight who would benefit from an executive development program and at what point in their career the most benefit could be derived. Accepting that the gaps between the current and required skills decrease as the individual gained rank, organizational position, and experience, the logical outcome would be to develop a targeted, modular, executive development approach that would provide the appropriate education and experience early in an individual's career. This intervention would logically improve the managerial performance of the individual at an earlier stage and, subsequently, enhance their ability to

contribute to the overall success of Navy Medicine for a longer period during their career.

B. RECOMMENDATIONS

The following recommendations are made based on the analysis provided in Chapter III and the conclusions provided in this chapter:

1. While the aggregate means demonstrate consistent gaps between the current level of skill and the required level in which the current skill is the lower of the two, the high and low values identified with the mean values provided in Appendix I identify multiple negative values. In other words, some respondents report having higher current skills than are required for the job. The identification of the trends associated with these negative responses is recommended to assist in targeting training needs.
2. In developing a modular approach to the executive development program the grouping of like skill requirements is integral to the successful development of a training module. Further trend development using factor analysis with greatly assist in the definition of like groups that are applicable to the training process.
3. The analysis in this thesis was limited to the corps, rank, and organizational position cohorts. Analysis utilizing career lengths, time in Commanding Officer positions, facility size, and other cohorts would provide additional information for the identification of executive development requirements and greatly assist in the development of a training profile for Navy Medical Department Personnel.
4. Additional analysis of such factors as the impact of management short course training on the management skill levels should be pursued. Again, the use of factor analysis should be considered.

APPENDIX A

BUMED INTERVIEW RESPONSES

FINANCIAL MANAGEMENT	<u>Number</u>	<u>Percent</u>
Financial management	58	72
Budget processes	55	68
Contracting	38	48
Knowledge of civilian health care (trade offs of alternative delivery systems)	22	27
Negotiation	18	23
Accounting	12	15
Third party payers	11	14
Allocate resources	9	11
TQL statistics	8	10
Statistics	8	10
Control systems	7	8
Alternative resources for service deliver	6	7
Cost-benefits analysis	6	7
PROGRAM PLANNING AND EVALUATION		
Systems perspective within hospital, Navy Medicine, and DoD	42	52
Strategic Planning	25	31
Analysis of customer needs	15	18
QA	12	15
Goal setting	7	8
Market analysis	6	7
Measuring program effectiveness/productivity	6	7
DECISION MAKING/PROBLEM SOLVING		
Decision making	25	31
Management information systems	25	31
Quantitative analysis	20	25
Participative decision making	17	21
Decision analysis	17	21
Computer skills/literacy, spread sheets	16	20
Problem solving	8	10
Risk assessment	3	3
PERT	2	2

LEGAL ISSUES	<u>Number</u>	<u>Percent</u>
Legal issues	20	25
Military justice	20	25
Legislative processes	9	11
OPERATIONAL MANAGEMENT ISSUES		
Material management/supply	12	15
Navy line needs	9	11
Facilities management	6	7
Hospital administration	6	7
Inventory	3	3
Environmental/safety issues	2	2
ORGANIZATIONAL BEHAVIOR		
People skills	40	50
Leadership	32	40
Teambuilding	29	36
Develop and communicate vision	28	35
Coaching, teaching, developing, mentoring	23	28
Conflict management	23	28
Empowerment	20	25
Motivation	19	24
Generalist orientation (vs. parochialism)	19	24
Building trust	18	23
Paradigm busting, taking risks	18	23
Delegation	17	21
Management or organization theory	17	21
Managing change	16	20
MBWA	16	20
Group dynamics	16	20
Role/scope of CO/XO job	13	16
Knowledge of excellent practices in civilian sector	8	10
Organizational structure	8	10
Ethics	8	10
Positive culture/climate	7	8
Counseling	5	6
Influence strategies	4	5
Theory Y	1	1
PERSONNEL AND HUMAN RESOURCE MANAGEMENT		
Management of civilian & military personnel according to regulations	48	60
Manpower planning/staffing	14	17
Labor relations	8	10
T&D planning	1	1

COMMUNICATION

	<u>Number</u>	<u>Percent</u>
Communications	39	48
External communications, PR	37	46
Writing skills	22	28
Listening skills	21	26
Meeting Management	15	18
Networking	8	10
Giving feedback	7	8

APPENDIX B

MANAGING A MILITARY MEDICAL TREATMENT FACILITY: A SURVEY OF EDUCATIONAL NEEDS

This survey is designed to assess your perception of the knowledge and ability required to effectively manage health care facilities, now and in the future. We will use the results of the survey to design executive management education programs.

The survey is based on the views and beliefs of over 100 Navy Medical Department executive managers, elicited through interviews and a pretesting process. As a result, survey questions represent management knowledge and abilities that were most frequently expressed as necessary for managing medical treatment facilities.

Your responses to this survey will become part of the aggregate of responses from others currently serving in executive management positions throughout the Navy Medical Department. The combined results will allow us to quantify the importance of each management skill area.

All information gathered by this survey will be collated, in the aggregate, for statistical use only. The anonymity of each survey participant is assured since no need exists, and no effort will be made, to identify the participants.

Please do the following:

1. Follow the instructions provided in the survey.
2. Complete this survey within **five (5) working days**.
3. Return your completed survey in the pre-addressed envelope provided for that purpose.

If you have any questions, contact Adj. Research Professor Ken Orloff at (408) 646-3339 or (DSN) 878-3339.

Thank you for your participation.

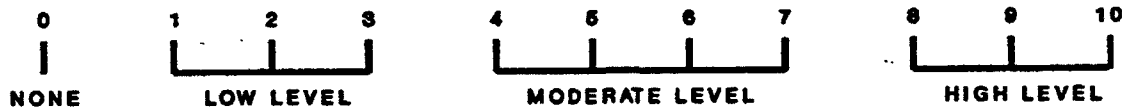
MANAGING A MILITARY MEDICAL TREATMENT FACILITY - PART I

This survey has two purposes. It is designed to measure:

- 1) Your current level of managerial skills.
- 2) Your perception of the required level of skills for an executive in your role.

Using the scale, rate each of the following managerial activities in terms of your current level of knowledge or ability. A '0' indicates that you have no knowledge or ability in this area. A rating of '1' to '3' indicates a low level of knowledge or ability, a rating of '4' to '7' indicates a moderate level, and a rating of '8' to '10' indicates a high level. Use the numbers within a category to indicate your position more precisely. (Put your ratings in the column labeled "Current Skill Level.")

Then, using the same scale, rate the same managerial activities in terms of the required level of knowledge or ability necessary to function effectively as an executive in your role. (Put your rating in the column labeled "Required Skill Level.")



<u>CURRENT SKILL LEVEL</u>	<u>REQUIRED SKILL LEVEL</u>
----------------------------	-----------------------------

FINANCIAL/RESOURCE MANAGEMENT

- | | | |
|-------|-------|---|
| <hr/> | <hr/> | 1. Interpreting financial statements, e.g., OPTAR, MEPR, NC2199, etc. |
| <hr/> | <hr/> | 2. Recognizing funding sources and limitations of their uses. |
| <hr/> | <hr/> | 3. Evaluating operating (O&M,N) and capital (OP,N) budgets and monitoring their execution. |
| <hr/> | <hr/> | 4. Knowing the resource management advantages and drawbacks of alternative health care delivery systems. |
| <hr/> | <hr/> | 5. Maximizing benefits from third party payer (e.g., insurance companies) reimbursements. |
| <hr/> | <hr/> | 6. Working with the procurement system (negotiating, contracting, evaluating bids, acquiring goods and services). |
| <hr/> | <hr/> | 7. Understanding cost-benefit analysis techniques (make or buy decisions, cost-effective trade-offs). |

PROGRAM PLANNING AND EVALUATION

- | | | |
|-------|-------|--|
| <hr/> | <hr/> | 8. Managing a planning process: using models and methods of both strategic and business planning. |
| <hr/> | <hr/> | 9. Understanding methods for evaluating the effectiveness and efficiency of various programs. |
| <hr/> | <hr/> | 10. Evaluating and applying market analysis strategies, including methods to analyze customer needs. |
| <hr/> | <hr/> | 11. Employing quality improvement principles and methods. |

MANAGING A MILITARY MEDICAL TREATMENT FACILITY - PART I



<u>CURRENT SKILL LEVEL</u>	<u>REQUIRED SKILL LEVEL</u>	
----------------------------	-----------------------------	--

--	--	--

12. Understanding the interrelationships of departments and functions of military treatment facilities, i.e., the systems perspective.

DECISION MAKING/PROBLEM SOLVING

--	--	--

13. Assessing the quality and usefulness of available information when faced with complex problems.

--	--	--

14. Deciding the extent to which others should be included in decision making.

--	--	--

15. Using decision making techniques/problem solving approaches and methods.

--	--	--

16. Using management information systems technologies to solve complex problems.

--	--	--

17. Using statistical tools in planning and day-to-day decision making.

--	--	--

18. Understanding the strengths and weaknesses of the statistical techniques that controllers or quality assurance analysts most often use.

--	--	--

19. Understanding how information systems are designed to meet information needs.

--	--	--

20. Analyzing risks/alternatives.

LEGAL ISSUES

--	--	--

21. Knowing what constitutes a violation of the Uniform Code of Military Justice (UCMJ).

--	--	--

22. Knowing what non-judicial punishments are available under the UCMJ.

--	--	--

23. Initiating appropriate actions for UCMJ violations.

--	--	--

24. Knowing administrative separation authority and procedures.

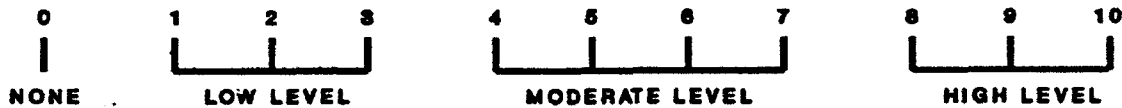
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25. Having a working knowledge of liability, both hospital and professional.

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26. Having a working knowledge of environmental impact issues.

MANAGING A MILITARY MEDICAL TREATMENT FACILITY - PART I



CURRENT SKILL LEVEL REQUIRED SKILL LEVEL

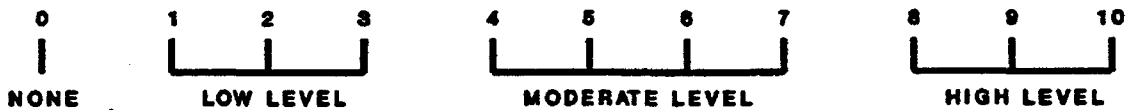
OPERATIONS MANAGEMENT ISSUES

_____	_____	27. Understanding the impact of OSHA requirements on hospital operations.
_____	_____	28. Evaluating the merit of proposals to acquire new technology.
_____	_____	29. Understanding the opportunities and limitations of the DoD/DoN materials management system.
_____	_____	30. Overseeing equipment management programs.
_____	_____	31. Ensuring proper execution of security requirements for the physical plant.
_____	_____	32. Overseeing facilities management.

ORGANIZATIONAL BEHAVIOR

_____	_____	33. Understanding the support requirements of the operating forces.
_____	_____	34. Developing and communicating a vision for the command.
_____	_____	35. Empowering individuals and work groups.
_____	_____	36. Developing a non-parochial/"generalist" perspective.
_____	_____	37. Building trust.
_____	_____	38. Managing change.
_____	_____	39. Managing conflict.
_____	_____	40. Building teamwork.
_____	_____	41. Developing a positive organizational climate/culture.
_____	_____	42. Motivating people.
_____	_____	43. Employing coordinating mechanisms (e.g., teams, task forces, ad hoc work groups).
_____	_____	44. Developing subordinates: coaching, teaching, mentoring.

MANAGING A MILITARY MEDICAL TREATMENT FACILITY - PART I



<u>CURRENT SKILL LEVEL</u>	<u>REQUIRED SKILL LEVEL</u>	
----------------------------	-----------------------------	--

		45. Understanding the role/scope of the job of CO/XO.
		46. Promoting innovation and risk taking behavior.
		<u>MANPOWER AND HUMAN RESOURCE MANAGEMENT</u>
		47. Managing civilian personnel according to regulations and procedures.
		48. Managing military personnel according to regulations and procedures.
		49. Evaluating manpower and staffing needs.
		50. Managing labor relations (union negotiations, grievances, etc.)
		51. Managing multi-cultural diversity in the workplace.
		52. Building a climate that promotes ethical practices in clinical and managerial operations.
		<u>COMMUNICATION</u>
		53. Writing effectively.
		54. Giving positive and negative feedback.
		55. Delivering effective oral presentations.
		56. Listening effectively.
		57. Building and maintaining working and support relationships outside your institution.
		58. Representing the organization to external groups, e.g., public relations functions.
		59. Fostering a climate of open communication.
		60. Conducting meetings effectively.

MANAGING A MILITARY MEDICAL TREATMENT FACILITY - PART I

If a management education program were to be developed for an executive in your role, what level of need would you attach to providing education in each of the following managerial activity groups. Using the scale below, a rating of "1" to "3" indicates a very low level, a rating of "4" to "7" indicates a moderate level, and a rating of "8" to "10" indicates a very high level. Use the numbers within a category to indicate more precisely the level of need.

1 2 3 4 5 6 7 8 9 10

VERY LOW PRIORITY MODERATE PRIORITY HIGH PRIORITY

PRIORITY

MANAGERIAL ACTIVITY GROUPS

Financial/Resource Management

Program Planning and Evaluation

Decision Making/Problem Solving

Legal Issues

Operations Management Issues

Organizational Behavior

Manpower and Human Resource Management

Communication

Please provide below any additional comments you may have.

[illegible]

MANAGING A MILITARY MEDICAL TREATMENT FACILITY - PART II

In addition to the "managerial skill level" questionnaire you have just completed, please provide the demographic data and management education information requested below.

This information is part of the data collection effort and will be collated, in the aggregate, for statistical use only. The anonymity of each survey participant is assured since no need exists and no effort will be made to identify individuals participating in this survey.

Instructions: Please check only those blocks that apply in your individual case and legibly complete any other information in the underlined spaces provided for that purpose.

(1) **Demographic Data** - blocks involving subspecialty codes should be completed only where codes are formally assigned to you as an individual.

(2) **Management Education/Training** - check only those courses/programs you have successfully completed.

DEMOGRAPHIC DATA

1. Rank: _____
2. Gender: ☐ Male ☐ Female
3. Designator: ☐ 21xx ☐ 23xx ☐ Other _____
☐ 22xx ☐ 29xx
4. Subspecialties: _____
(List by code if known)
5. Length of active commissioned service: Years _____ Months _____
6. Degrees completed: ☐ Bachelors - Major _____
☐ Masters - Major _____
☐ Doctorate - Major _____
7. Current position/title _____
8. Facility Size: Beds (Set-up): _____
Outpatient Visits (annual): _____
Teaching Hospital: ☐ Yes ☐ No
Family Practice Residency Only ☐ Yes ☐ No
9. Time served in current position:
☐ Less than 6 months ☐ 6-12 months ☐ Greater than 36 months
☐ 12-24 months ☐ 24-36 months
10. Total months service (past and present) in Commanding Officer billets: _____
Total months service (past and present) in Executive Officer billets: _____
11. Years in current geographical location: _____
12. Number of prior managerial positions: _____
(managerial = >50% of time involved in managerial (non-clinical) tasks)
13. Years service in managerial positions: _____

MANAGEMENT EDUCATION/TRAINING BACKGROUND

DOD Postgraduate Education Programs

- ☐ Armed Forces Staff College
 - ☐ Industrial College of the Armed Forces
 - ☐ Naval Postgraduate School
 - ☐ Financial Management
 - ☐ Manpower Planning, Training, Analysis
 - ☐ Information Systems Management
 - ☐ Operations Research
 - ☐ Logistics
 - ☐ Army-Baylor University
 - ☐ Naval War College
 - ☐ Command and Staff
 - ☐ Naval Warfare
 - ☐ Marine Corps Command and Staff College
 - ☐ Other Intermediate/Senior Service Schools: _____
- _____

Other Traditional Undergraduate/Graduate Management Programs

- ☐ MHA
- ☐ MPH
- ☐ MBA
- ☐ BS (HCA)
- ☐ BBA
- ☐ Other _____

Non-Traditional Postgraduate/Executive Management Programs

- ☐ Univ. Wisconsin - Madison (MS Admin Medicine)
- ☐ Physicians in Management (PIM) Series, ACPE
- ☐ Management Education for Physicians (MEP), ACMGA
- ☐ Univ North Carolina - Kron Scholar Program
- ☐ Cornell Univ - Health Executives Development Program
- ☐ Johnson & Johnson - Wharton Fellows Program for Nurses
- ☐ Estes Park Institute (annual seminar)
- ☐ Other _____

MANAGING A MILITARY MEDICAL TREATMENT FACILITY - PART II

MANAGEMENT EDUCATION/TRAINING BACKGROUND (cont)

Service Short Courses

- ☐ Prospective Commanding Officer/Executive Officer
- ☐ Interagency Institute for Federal Health Care Executives
- ☐ Leader Development (LMET)
 - ☐ Command
 - ☐ Senior
 - ☐ Intermediate
- ☐ Strategic Medical Readiness and Contingency
- ☐ Management Development
- ☐ Financial & Material Management
- ☐ Patient Services Administration
- ☐ Plans, Operations and Medical Intelligence
- ☐ Manpower Management
- ☐ Professional Military Comptroller
- ☐ Senior Leaders Seminar (TQL)
- ☐ Other _____

MANAGEMENT CERTIFICATION/ FELLOWSHIP

- ☐ ABMM (Board Certified)
- ☐ ACHE (Fellow)
- ☐ ACMGA (Fellow)
- ☐ ACPE (Fellow)
- ☐ AAMA (Fellow)
- ☐ Other _____

Thank you for your participation in this study. Results will form an integral part of research efforts directed at identifying the knowledge and skills needed to effectively manage health care facilities, now and in the future.

Please return your completed survey (both Parts I & II) in the envelope provided for that purpose to the following address:

**SUPERINTENDENT Code AS/Or
Naval Postgraduate School
Monterey, CA 93943-5000**



APPENDIX C

DEPARTMENT OF THE NAVY

BUREAU OF MEDICINE AND SURGERY
WASHINGTON, D.C. 20372-5120

IN REPLY REFER TO

1520
Ser OOMCB
10 Nov 92

From: Chief, Bureau of Medicine and Surgery

To: Senior Medical Department Officers

Subj: NEEDS ASSESSMENT FOR EXECUTIVE MANAGEMENT EDUCATION

Encl: (1) Survey: Managing a Military Medical Treatment Facility

1. Health Care, as a delivery system and a profession, is rapidly evolving to accommodate changes in patient needs/demands, society's views on quality and individual entitlement and (as society's advocate) government initiatives regarding delivery standards and cost containment. Executive Managers are confronted with a consistent need to expand and "fine tune" their professional skill and expertise in an effort to maintain their effectiveness in the face of significant change. To that end, BUMED in partnership with the Administrative Sciences Department, Naval Postgraduate School (NPS) has undertaken the development of an Executive Management Education Program. You have been selected to participate in this development process by completing the attached survey.

2. The challenges that lie ahead for health care in general, and Navy Medicine in particular, will require enhanced levels of management knowledge and skill to close the gap between present-day practices and those needed to lead the Navy's healthcare organization into the 21st century. I am, therefore, determined that you have the opportunity to acquire this foundation, which you would then build upon through experience and continuing education.

3. For this reason, I am asking you to help define those management skills we must possess in order to expand upon and maintain our effectiveness as medical department executives. The enclosed survey was designed by the Administrative Sciences Department, Naval Postgraduate School so you can provide that information from your individual and highly-valued perspective. The impact of that which lies ahead for Navy Medicine makes each and every response vitally important to the process of identifying needs and designing innovative ways to provide quality education programs.

4. Navy Medicine has entered a transformational era. Take this opportunity to identify the skills and knowledge needed to meet our many challenges and succeed in our mission. Your personal involvement is vital to our continued success. Thank you.


D. F. HAGEN

APPENDIX D

THE THREE TO FIVE MOST FREQUENTLY MENTIONED SKILLS FOR EACH MANAGEMENT SKILL AREA

Management Skill Area and Skills	Percent of Total Mentioning Skill (N=80)
<u>Financial Management</u>	
Financial Management	72
Budget Processes	66
Contracting	48
Alternative Civilian Delivery Systems	27
Negotiation	23
<u>Program Planning and Evaluation</u>	
Systems Perspective	62
Strategic Planning	31
Analysis of Customer Needs	18
QA	15
<u>Decision Making/Problem Solving</u>	
Decision Making	31
Management Information Systems	31
Quantitative Analysis	25
<u>Legal Issues</u>	
Legal Issues	25
Military Justice	25
Legislative Processes	11
<u>Operational Management Issues</u>	
Material Management/Supply	15
Navy Line Needs	11
Facilities Management	7
<u>Organizational Behavior</u>	
People Skills	50
Leadership	40
Teambuilding	36
Develop/Communicate Vision	35
Coaching, Teaching, Developing, Mentoring	28

Personnel and Human Resources Management

Managing Civilian and Military Personnel	60
Manpower Planning/Staffing	17
Labor Relations	10

Communications

Communications	4
External Communications, PR	46
Writing Skills	28
Listening Skills	26
Meeting Management	18

APPENDIX E

<u>COHORT</u>	<u>RESPONSES</u>
Commanding Officer	Surgeon General Commanding Officer Officer-in-Charge
Executive Officer	Executive Officer
Director	Director for Administration Director for Ancillary Services Director for Branch Clinics Director for Base Operations Director for Coordinated Care Policy Director for Community Health Services Director for Field Operations Director for Health Services Director for Logistics Director for Medical Services Director for Medical Programs Director for Nursing Services Director for Occupational Health Director for Resources Director for Resources, Plans, & Policy Director for Service Medicine Director for Strategic Planning Director for Surgical Services Director Area Dental Labs Assistant Director Medical Services Assistant Director Nursing Services Assistant Director Occupational Health
Department Head	Department Head Comptroller
Operational Forces	Division Surgeon Director Undersea Medicine Fleet Liaison Officer Fleet Surgeon Force Surgeon Wing Medical Officer

COHORT**RESPONSES****Other**

Assistant CBR Defense
Assistant Chief Technical Operations
Anesthesiologist
Assistant Naval Inspector General
Assignment Officer
Assistant Plans and Analysis
BUMED Division Officer
Clinic Director
Chief Naval Dental Corps
Director Aerospace Medical Division/BUMED
Deputy Assistant Secretary of Defense
Deputy Chief Medical Corps
Deputy Director/Non-Hospital
Director Dental Clinic
Deputy Director Nurse Corps
Director Health Care Planning/BUMED
Dental Officer
Director Officer Indoctrination School
Director Planning/BUMED
Director Professional Development/BUMED
Director Radiobiology Research Institute
Director Tropical Public Health
Staff Audiologist
Environmental Health Officer
Epidemiologist
Force Master Chief
Medical Corps Detailer
Medical Flag Officer
MSC Career Plans Officer/BUMED
Medical Services Officer
Nurse Corps Plans Officer
Navy Liaison OCHAMPUS
Professor Obstetrics and Gynecology
Oral Surgeon
Physician's Assistant
Program Manager
Specialty Advisor
Special Assistant Evaluations
Special Assistant Headquarters Staff
Senior Nurse IG Team
Staff Physician
Student
Surgeon
Total Quality Leadership Coordinator

APPENDIX F

SURVEY RESPONSE FREQUENCY DISTRIBUTIONS

INTERP FINAN STATEMNTS/CUR

CLQUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	10	2.1	10	2.1
1	17	3.6	27	5.7
2	43	9.1	70	14.8
3	57	12.0	127	26.8
4	55	11.6	182	38.4
5	67	14.1	249	52.5
6	62	13.1	311	65.6
7	57	12.0	368	77.6
8	56	11.8	424	89.5
9	31	6.5	455	96.0
10	19	4.0	474	100.0

Frequency Missing = 2

INTERP FINAN STATEMNTS/REQ

RLQUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	2	0.4	2	0.4
2	9	1.9	11	2.3
3	8	1.7	19	4.0
4	16	3.4	35	7.4
5	34	7.2	69	14.6
6	51	10.8	120	25.3
7	83	17.5	203	42.8
8	152	32.1	355	74.9
9	66	13.9	421	88.8
10	53	11.2	474	100.0

Frequency Missing = 2

RECOG FUNDNG SOURCES/CUR

C2QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	8	1.7	8	1.7
1	13	2.7	21	4.4
2	37	7.8	58	12.2
3	62	13.1	120	25.3
4	42	8.8	162	34.1
5	52	10.9	214	45.1
6	61	12.8	275	57.9
7	59	12.4	334	70.3
8	61	12.8	395	83.2
9	47	9.9	442	93.1
10	33	6.9	475	100.0

Frequency Missing = 1

RECOG FUNDNG SOURCES/REQ

R2QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	2	0.4	2	0.4
2	3	0.6	5	1.1
3	6	1.3	11	2.3
4	12	2.5	23	4.8
5	21	4.4	44	9.3
6	31	6.5	75	15.8
7	69	14.5	144	30.3
8	137	28.8	281	59.2
9	109	22.9	390	82.1
10	85	17.9	475	100.0

Frequency Missing = 1

EVAL OPER & CAP BUDGETS/CUR

C3QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	15	3.2	15	3.2
1	24	5.1	39	8.2
2	30	6.3	69	14.5
3	54	11.4	123	25.9
4	54	11.4	177	37.3
5	49	10.3	226	47.6
6	68	14.3	294	61.9
7	54	11.4	348	73.3
8	55	11.6	403	84.8
9	45	9.5	448	94.3
10	27	5.7	475	100.0

Frequency Missing = 1

EVAL OPER & CAP BUDGETS/REQ

R3QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	8	1.7	8	1.7
2	7	1.5	15	3.2
3	8	1.7	23	4.9
4	16	3.4	39	8.2
5	23	4.9	62	13.1
6	54	11.4	116	24.5
7	59	12.4	175	36.9
8	131	27.6	306	64.6
9	92	19.4	398	84.0
10	76	16.0	474	100.0

Frequency Missing = 2

RES MGMT ADV & DRWBK/CUR

C4QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	25	5.3	25	5.3
1	18	3.8	43	9.1
2	39	8.3	82	17.4
3	63	13.3	145	30.7
4	50	10.6	195	41.3
5	72	15.3	267	56.6
6	51	10.8	318	67.4
7	61	12.9	379	80.3
8	45	9.5	424	89.8
9	23	4.9	447	94.7
10	25	5.3	472	100.0

Frequency Missing = 4

RES MGMT ADV & DRWBK/REQ

R4QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	20	4.2	20	4.2
1	7	1.5	27	5.7
2	13	2.8	40	8.5
3	15	3.2	55	11.7
4	14	3.0	69	14.6
5	19	4.0	88	18.7
6	28	5.9	116	24.6
7	52	11.0	168	35.7
8	122	25.9	290	61.6
9	92	19.5	382	81.1
10	89	18.9	471	100.0

Frequency Missing = 5

MAX BEN FROM REIMBR/CUR

C5QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	61	13.0	61	13.0
1	28	6.0	89	19.0
2	45	9.6	134	28.6
3	69	14.7	203	43.3
4	44	9.4	247	52.7
5	47	10.0	294	62.7
6	42	9.0	336	71.6
7	43	9.2	379	80.8
8	47	10.0	426	90.8
9	22	4.7	448	95.5
10	21	4.5	469	100.0

Frequency Missing = 7

MAX BEN FROM REIMBR/REQ

R5QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	37	7.9	37	7.9
1	4	0.9	41	8.8
2	20	4.3	61	13.0
3	29	6.2	90	19.2
4	19	4.1	109	23.3
5	26	5.6	135	28.8
6	31	6.6	166	35.5
7	57	12.2	223	47.6
8	108	23.1	331	70.7
9	68	14.5	399	85.3
10	69	14.7	468	100.0

Frequency Missing = 8

WORK W/PROCURMNT SYS/CUR

C6QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	28	5.9	28	5.9
1	37	7.8	65	13.7
2	42	8.9	107	22.6
3	71	15.0	178	37.6
4	61	12.9	239	50.4
5	62	13.1	301	63.5
6	46	9.7	347	73.2
7	53	11.2	400	84.4
8	47	9.9	447	94.3
9	16	3.4	463	97.7
10	11	2.3	474	100.0

Frequency Missing = 2

WORK W/PROCURMNT SYS/REQ

R6QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	9	1.9	9	1.9
1	7	1.5	16	3.4
2	11	2.3	27	5.7
3	26	5.5	53	11.2
4	18	3.8	71	14.9
5	56	11.8	127	26.7
6	59	12.4	186	39.2
7	73	15.4	259	54.5
8	127	26.7	386	81.3
9	49	10.3	435	91.6
10	40	8.4	475	100.0

Frequency Missing = 1

COST-BENFT ANAL TECH/CUR

C7QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	14	2.9	14	2.9
1	25	5.3	39	8.2
2	34	7.2	73	15.4
3	47	9.9	120	25.3
4	48	10.1	168	35.4
5	57	12.0	225	47.4
6	67	14.1	292	61.5
7	52	10.9	344	72.4
8	58	12.2	402	84.6
9	41	8.6	443	93.3
10	32	6.7	475	100.0

Frequency Missing = 1

COST-BENFT ANAL TECH/REQ

R7QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	6	1.3	6	1.3
1	7	1.5	13	2.7
2	9	1.9	22	4.6
3	10	2.1	32	6.7
4	22	4.6	54	11.4
5	27	5.7	81	17.1
6	46	9.7	127	26.7
7	62	13.1	189	39.8
8	136	28.6	325	68.4
9	70	14.7	395	83.2
10	80	16.8	475	100.0

Frequency Missing = 1

MANGNG PLANNING PROCS/CUR

CSQUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	15	3.2	15	3.2
1	13	2.7	28	5.9
2	29	6.1	57	12.0
3	48	10.1	105	22.1
4	52	10.9	157	33.1
5	58	12.2	215	45.3
6	66	13.9	281	59.2
7	68	14.3	349	73.5
8	78	16.4	427	89.9
9	32	6.7	459	96.6
10	16	3.4	475	100.0

Frequency Missing = 1

MANGNG PLANNING PROCS/REQ

R8QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	3	0.6	3	0.6
1	2	0.4	5	1.1
2	1	0.2	6	1.3
3	13	2.7	19	4.0
4	13	2.7	32	6.7
5	26	5.5	58	12.2
6	48	10.1	106	22.3
7	64	13.5	170	35.8
8	140	29.5	310	65.3
9	95	20.0	405	85.3
10	70	14.7	475	100.0

Frequency Missing = 1

METHDS EVAL PROGRAMS/CUR

C9QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	5	1.1	5	1.1
1	8	1.7	13	2.7
2	26	5.5	39	8.2
3	36	7.6	75	15.8
4	49	10.3	124	26.1
5	60	12.6	184	38.7
6	71	14.9	255	53.7
7	73	15.4	328	69.1
8	82	17.3	410	86.3
9	44	9.3	454	95.6
10	21	4.4	475	100.0

Frequency Missing = 1

METHDS EVAL PROGRAMS/REQ

R9QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	1	0.2	1	0.2
1	1	0.2	2	0.4
2	1	0.2	3	0.6
3	6	1.3	9	1.9
4	15	3.2	24	5.1
5	20	4.2	44	9.3
6	34	7.2	78	16.4
7	63	13.3	141	29.7
8	170	35.8	311	65.5
9	88	18.5	399	84.0
10	76	16.0	475	100.0

Frequency Missing = 1

EVAL & APPL MARKET ANAL/CUR

C10QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	23	4.8	23	4.8
1	15	3.2	38	8.0
2	30	6.3	68	14.3
3	52	10.9	120	25.3
4	63	13.3	183	38.5
5	64	13.5	247	52.0
6	62	13.1	309	65.1
7	59	12.4	368	77.5
8	63	13.3	431	90.7
9	28	5.9	459	96.6
10	16	3.4	475	100.0

Frequency Missing = 1

EVAL & APPL MARKET ANAL/REQ

R10QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	6	1.3	6	1.3
1	2	0.4	8	1.7
2	3	0.6	11	2.3
3	9	1.9	20	4.2
4	19	4.0	39	8.2
5	35	7.4	74	15.6
6	40	8.5	114	24.1
7	73	15.4	187	39.5
8	136	28.8	323	68.3
9	88	18.6	411	86.9
10	62	13.1	473	100.0

Frequency Missing = 3

EMP IMPROV PRIN & MTHD/CUR

C11QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	4	0.8	4	0.8
2	6	1.3	10	2.1
3	10	2.1	20	4.2
4	20	4.2	40	8.4
5	47	9.9	87	18.3
6	58	12.2	145	30.5
7	88	18.5	233	49.1
8	130	27.4	363	76.4
9	60	12.6	423	89.1
10	52	10.9	475	100.0

Frequency Missing = 1

EMP IMPROV PRIN & MTHD/REQ

R11QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
2	2	0.4	2	0.4
3	1	0.2	3	0.6
4	6	1.3	9	1.9
5	13	2.7	22	4.6
6	29	6.1	51	10.7
7	39	8.2	90	18.9
8	127	26.7	217	45.7
9	101	21.3	318	66.9
10	157	33.1	475	100.0

Frequency Missing = 1

DEPT & FUNC MIL FAC/CUR

C12QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	3	0.6	3	0.6
1	2	0.4	5	1.1
2	7	1.5	12	2.5
3	20	4.2	32	6.8
4	20	4.2	52	11.0
5	21	4.4	73	15.5
6	50	10.6	123	26.1
7	49	10.4	172	36.4
8	113	23.9	285	60.4
9	101	21.4	386	81.8
10	86	18.2	472	100.0

Frequency Missing = 4

DEPT & FUNC MIL FAC/REQ

R12QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	4	0.8	4	0.8
1	1	0.2	5	1.1
2	2	0.4	7	1.5
3	8	1.7	15	3.2
4	2	0.4	17	3.6
5	17	3.6	34	7.2
6	24	5.1	58	12.3
7	36	7.6	94	19.9
8	118	24.9	212	44.8
9	95	20.1	307	64.9
10	166	35.1	473	100.0

Frequency Missing = 3

ASSESS AVAIL INFO/CUR

C13QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
2	4	0.8	4	0.8
3	6	1.3	10	2.1
4	17	3.6	27	5.7
5	20	4.2	47	9.9
6	42	8.8	89	18.7
7	80	16.8	169	35.6
8	150	31.6	319	67.2
9	100	21.1	419	88.2
10	56	11.8	475	100.0

Frequency Missing = 1

ASSESS AVAIL INFO/REQ

R13QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
4	2	0.4	2	0.4
5	7	1.5	9	1.9
6	12	2.5	21	4.4
7	30	6.3	51	10.7
8	135	28.4	186	39.2
9	118	24.8	304	64.0
10	171	36.0	475	100.0

Frequency Missing = 1

INCLD OTHR DECSN MAKNG/CUR

C14QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	1	0.2	1	0.2
3	1	0.2	2	0.4
4	11	2.3	13	2.7
5	16	3.4	29	6.1
6	43	9.1	72	15.2
7	57	12.0	129	27.2
8	140	29.5	269	56.8
9	112	23.6	381	80.4
10	93	19.6	474	100.0

Frequency Missing = 2

INCLD OTHR DECSN MAKNG/REQ

R14QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	1	0.2	1	0.2
2	1	0.2	2	0.4
4	1	0.2	3	0.6
5	5	1.1	8	1.7
6	18	3.8	26	5.5
7	42	8.9	68	14.3
8	113	23.8	181	38.2
9	128	27.0	309	65.2
10	165	34.8	474	100.0

Frequency Missing = 2

DECISN MAKNG TECH/CUR

C15QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
3	10	2.1	10	2.1
4	16	3.4	26	5.5
5	30	6.3	56	11.8
6	50	10.5	106	22.4
7	83	17.5	189	39.9
8	134	28.3	323	68.1
9	89	18.8	412	86.9
10	62	13.1	474	100.0

Frequency Missing = 2

DECISN MAKNG TECH/REQ

R15QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
3	2	0.4	2	0.4
4	2	0.4	4	0.8
5	10	2.1	14	3.0
6	15	3.2	29	6.1
7	53	11.2	82	17.3
8	127	26.8	209	44.1
9	123	25.9	332	70.0
10	142	30.0	474	100.0

Frequency Missing = 2

USE MGMT INFO SYS TECH/CUR

C16QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	6	1.3	6	1.3
1	13	2.7	19	4.0
2	32	6.8	51	10.8
3	51	10.8	102	21.5
4	48	10.1	150	31.6
5	77	16.2	227	47.9
6	71	15.0	298	62.9
7	77	16.2	375	79.1
8	51	10.8	426	89.9
9	25	5.3	451	95.1
10	23	4.9	474	100.0

Frequency Missing = 2

USE MGMT INFO SYS TECH/REQ

R16QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	2	0.4	2	0.4
2	4	0.8	6	1.3
3	3	0.6	9	1.9
4	11	2.3	20	4.2
5	20	4.2	40	8.5
6	43	9.1	83	17.5
7	73	15.4	156	33.0
8	144	30.4	300	63.4
9	88	18.6	388	82.0
10	85	18.0	473	100.0

Frequency Missing = 3

STAT TOOLS IN DECISIONS/CUR

C17QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	13	2.7	13	2.7
1	15	3.2	28	5.9
2	29	6.1	57	12.0
3	49	10.3	106	22.3
4	58	12.2	164	34.5
5	72	15.2	236	49.7
6	59	12.4	295	62.1
7	83	17.5	378	79.6
8	53	11.2	431	90.7
9	21	4.4	452	95.2
10	23	4.8	475	100.0

Frequency Missing = 1

STAT TOOLS IN DECISIONS/REQ

R17QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	3	0.6	3	0.6
1	2	0.4	5	1.1
2	6	1.3	11	2.3
3	19	4.0	30	6.3
4	20	4.2	50	10.6
5	43	9.1	93	19.7
6	51	10.8	144	30.4
7	79	16.7	223	47.1
8	134	28.3	357	75.5
9	75	15.9	432	91.3
10	41	8.7	473	100.0

Frequency Missing = 3

STRNG WEAKNS STAT TECH/CUR

C18QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	21	4.4	21	4.4
1	17	3.6	38	8.0
2	31	6.5	69	14.5
3	52	10.9	121	25.5
4	65	13.7	186	39.2
5	73	15.4	259	54.5
6	57	12.0	316	66.5
7	67	14.1	383	80.6
8	43	9.1	426	89.7
9	25	5.3	451	94.9
10	24	5.1	475	100.0

Frequency Missing = 1

STRNG WEAKNS STAT TECH/REQ

R18QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	2	0.4	2	0.4
1	6	1.3	8	1.7
2	7	1.5	15	3.2
3	19	4.0	34	7.2
4	22	4.6	56	11.8
5	30	6.3	86	18.1
6	54	11.4	140	29.5
7	66	13.9	206	43.5
8	152	32.1	358	75.5
9	59	12.4	417	88.0
10	57	12.0	474	100.0

Frequency Missing = 2

HOW INFO SYS DESIGNED/CUR

C19QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	13	2.7	13	2.7
1	22	4.6	35	7.4
2	35	7.4	70	14.8
3	59	12.4	129	27.2
4	62	13.1	191	40.3
5	81	17.1	272	57.4
6	60	12.7	332	70.0
7	58	12.2	390	82.3
8	46	9.7	436	92.0
9	21	4.4	457	96.4
10	17	3.6	474	100.0

Frequency Missing = 2

HOW INFO SYS DESIGNED/REQ

R19QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	1	0.2	1	0.2
1	3	0.6	4	0.8
2	13	2.7	17	3.6
3	13	2.7	30	6.3
4	22	4.6	52	10.9
5	45	9.5	97	20.4
6	57	12.0	154	32.4
7	105	22.1	259	54.5
8	122	25.7	381	80.2
9	55	11.6	436	91.8
10	39	8.2	475	100.0

Frequency Missing = 1

ANALYZE RISK & ALT/CUR

C20QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	2	0.4	2	0.4
1	2	0.4	4	0.8
2	7	1.5	11	2.3
3	23	4.9	34	7.2
4	26	5.5	60	12.7
5	38	8.0	98	20.7
6	57	12.0	155	32.7
7	78	16.5	233	49.2
8	126	26.6	359	75.7
9	63	13.3	422	89.0
10	52	11.0	474	100.0

Frequency Missing = 2

ANALYZE RISK & ALT/REQ

R20QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
3	3	0.6	3	0.6
4	2	0.4	5	1.1
5	16	3.4	21	4.4
6	26	5.5	47	9.9
7	47	9.9	94	19.8
8	143	30.1	237	49.9
9	112	23.6	349	73.5
10	126	26.5	475	100.0

Frequency Missing = 1

KNOW VIOLTN OF UCMJ/CUR

C21QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	1	0.2	1	0.2
1	5	1.1	6	1.3
2	4	0.8	10	2.1
3	8	1.7	18	3.8
4	20	4.2	38	8.0
5	48	10.1	86	18.1
6	63	13.3	149	31.4
7	76	16.0	225	47.4
8	108	22.7	333	70.1
9	70	14.7	403	84.8
10	72	15.2	475	100.0

Frequency Missing = 1

KNOW VIOLTN OF UCMJ/REQ

R21QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	1	0.2	1	0.2
1	2	0.4	3	0.6
2	4	0.8	7	1.5
3	7	1.5	14	3.0
4	8	1.7	22	4.6
5	10	2.1	32	6.8
6	27	5.7	59	12.4
7	47	9.9	106	22.4
8	128	27.0	234	49.4
9	76	16.0	310	65.4
10	164	34.6	474	100.0

Frequency Missing = 2

PUNISHMENT UNDR UCMJ/CUR

C22QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	1	0.2	1	0.2
1	8	1.7	9	1.9
2	9	1.9	18	3.8
3	22	4.6	40	8.4
4	25	5.3	65	13.7
5	38	8.0	103	21.7
6	66	13.9	169	35.6
7	65	13.7	234	49.3
8	89	18.7	323	68.0
9	71	14.9	394	82.9
10	81	17.1	475	100.0

Frequency Missing = 1

PUNISHMENT UNDR UCMJ/REQ

R22QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	2	0.4	2	0.4
1	5	1.1	7	1.5
2	6	1.3	13	2.7
3	10	2.1	23	4.8
4	11	2.3	34	7.2
5	15	3.2	49	10.3
6	35	7.4	84	17.7
7	54	11.4	138	29.1
8	117	24.6	255	53.7
9	72	15.2	327	68.8
10	148	31.2	475	100.0

Frequency Missing = 1

INITIATE ACT UCMJ VIOLTN/CUR

C23QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	2	0.4	2	0.4
1	10	2.1	12	2.5
2	11	2.3	23	4.8
3	17	3.6	40	8.4
4	34	7.2	74	15.6
5	30	6.3	104	21.9
6	67	14.1	171	36.0
7	57	12.0	228	48.0
8	87	18.3	315	66.3
9	81	17.1	396	83.4
10	79	16.6	475	100.0

Frequency Missing = 1

INITIATE ACT UCMJ VIOLTN/REQ

R23QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	5	1.1	5	1.1
1	3	0.6	8	1.7
2	6	1.3	14	3.0
3	7	1.5	21	4.4
4	12	2.5	33	7.0
5	11	2.3	44	9.3
6	31	6.5	75	15.8
7	50	10.5	125	26.4
8	112	23.6	237	50.0
9	75	15.8	312	65.8
10	162	34.2	474	100.0

Frequency Missing = 2

ADMIN SEP AUTH & PROC/CUR

C24QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	4	0.8	4	0.8
1	12	2.5	16	3.4
2	16	3.4	32	6.8
3	26	5.5	58	12.2
4	42	8.9	100	21.1
5	54	11.4	154	32.5
6	73	15.4	227	47.9
7	65	13.7	292	61.6
8	77	16.2	369	77.8
9	64	13.5	433	91.4
10	41	8.6	474	100.0

Frequency Missing = 2

ADMIN SEP AUTH & PROC/REQ

R24QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	4	0.8	4	0.8
1	4	0.8	8	1.7
2	13	2.7	21	4.4
3	7	1.5	28	5.9
4	15	3.2	43	9.1
5	19	4.0	62	13.1
6	44	9.3	106	22.4
7	58	12.2	164	34.6
8	136	28.7	300	63.3
9	68	14.3	368	77.6
10	106	22.4	474	100.0

Frequency Missing = 2

KNOW LIAB HOSP & PROF/CUR

C25QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	4	0.8	4	0.8
1	5	1.1	9	1.9
2	11	2.3	20	4.2
3	16	3.4	36	7.6
4	36	7.6	72	15.2
5	53	11.2	125	26.4
6	68	14.3	193	40.7
7	85	17.9	278	58.6
8	89	18.8	367	77.4
9	63	13.3	430	90.7
10	44	9.3	474	100.0

Frequency Missing = 2

The SAS System

KNOW LIAB HOSP & PROF/REQ

R25QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	4	0.8	4	0.8
1	3	0.6	7	1.5
2	3	0.6	10	2.1
3	4	0.8	14	3.0
4	10	2.1	24	5.1
5	16	3.4	40	8.4
6	26	5.5	66	13.9
7	48	10.1	114	24.1
8	115	24.3	229	48.3
9	104	21.9	333	70.3
10	141	29.7	474	100.0

Frequency Missing = 2

KNOW ENVIRON IMPCT ISS/CUR

C26QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	5	1.1	5	1.1
1	6	1.3	11	2.3
2	18	3.8	29	6.1
3	31	6.5	60	12.6
4	59	12.4	119	25.1
5	56	11.8	175	36.8
6	71	14.9	246	51.8
7	72	15.2	318	66.9
8	91	19.2	409	86.1
9	35	7.4	444	93.5
10	31	6.5	475	100.0

Frequency Missing = 1

KNOW ENVIRON IMPCT ISS/REQ

R26QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	2	0.4	2	0.4
1	4	0.8	6	1.3
2	4	0.8	10	2.1
3	6	1.3	16	3.4
4	15	3.2	31	6.5
5	25	5.3	56	11.8
6	34	7.2	90	18.9
7	55	11.6	145	30.5
8	122	25.7	267	56.2
9	98	20.6	365	76.8
10	110	23.2	475	100.0

Frequency Missing = 1

IMPCT OSHA REQ HOSP OP/CUR

C27QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	14	3.0	14	3.0
1	8	1.7	22	4.6
2	22	4.6	44	9.3
3	26	5.5	70	14.8
4	53	11.2	123	25.9
5	54	11.4	177	37.3
6	64	13.5	241	50.8
7	70	14.8	311	65.6
8	89	18.8	400	84.4
9	40	8.4	440	92.8
10	34	7.2	474	100.0

Frequency Missing = 2

IMPCT OSHA REQ HOSP OP/REQ

R27QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	15	3.2	15	3.2
1	8	1.7	23	4.9
2	5	1.1	28	5.9
3	5	1.1	33	7.0
4	11	2.3	44	9.3
5	15	3.2	59	12.4
6	30	6.3	89	18.8
7	63	13.3	152	32.1
8	140	29.5	292	61.6
9	84	17.7	376	79.3
10	98	20.7	474	100.0

Frequency Missing = 2

EVAL PROP TO AQUR TECH/CUR

C28QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	3	0.6	3	0.6
1	7	1.5	10	2.1
2	21	4.4	31	6.5
3	18	3.8	49	10.3
4	50	10.5	99	20.8
5	61	12.8	160	33.7
6	67	14.1	227	47.8
7	94	19.8	321	67.6
8	99	20.8	420	88.4
9	34	7.2	454	95.6
10	21	4.4	475	100.0

Frequency Missing = 1

The SAS System

EVAL PROP TO AQUR TECH/REQ

R28QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	4	0.8	4	0.8
1	2	0.4	6	1.3
2	1	0.2	7	1.5
3	5	1.1	12	2.5
4	12	2.5	24	5.1
5	22	4.6	46	9.7
6	47	9.9	93	19.6
7	76	16.0	169	35.6
8	162	34.1	331	69.7
9	83	17.5	414	87.2
10	61	12.8	475	100.0

Frequency Missing = 1

OPP & LIM DOD/DON MATRL/CUR

C29QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	16	3.4	16	3.4
1	18	3.8	34	7.2
2	36	7.6	70	14.8
3	45	9.5	115	24.3
4	61	12.9	176	37.1
5	59	12.4	235	49.6
6	83	17.5	318	67.1
7	51	10.8	369	77.8
8	63	13.3	432	91.1
9	21	4.4	453	95.6
10	21	4.4	474	100.0

Frequency Missing = 2

OPP & LIM DOD/DON MATRL/REQ

R29QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	6	1.3	6	1.3
1	1	0.2	7	1.5
2	6	1.3	13	2.7
3	7	1.5	20	4.2
4	16	3.4	36	7.6
5	25	5.3	61	12.9
6	61	12.9	122	25.8
7	91	19.2	213	45.0
8	143	30.2	356	75.3
9	66	14.0	422	89.2
10	51	10.8	473	100.0

Frequency Missing = 3

OVRSEE EQUIP MGMT PRG/CUR

C30QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	11	2.3	11	2.3
1	16	3.4	27	5.7
2	26	5.5	53	11.2
3	36	7.6	89	18.7
4	63	13.3	152	32.0
5	50	10.5	202	42.5
6	72	15.2	274	57.7
7	83	17.5	357	75.2
8	66	13.9	423	89.1
9	19	4.0	442	93.1
10	33	6.9	475	100.0

Frequency Missing = 1

OVRSEE EQUIP MGMT PRG/REQ

R30QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	7	1.5	7	1.5
1	4	0.8	11	2.3
2	7	1.5	18	3.8
3	11	2.3	29	6.1
4	16	3.4	45	9.5
5	43	9.1	88	18.5
6	74	15.6	162	34.1
7	102	21.5	264	55.6
8	126	26.5	390	82.1
9	43	9.1	433	91.2
10	42	8.8	475	100.0

Frequency Missing = 1

ENSUR EXEC SECRTY REQ/CUR

C31QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	11	2.3	11	2.3
1	14	2.9	25	5.3
2	27	5.7	52	10.9
3	39	8.2	91	19.2
4	52	10.9	143	30.1
5	66	13.9	209	44.0
6	67	14.1	276	58.1
7	63	13.3	339	71.4
8	88	18.5	427	89.9
9	21	4.4	448	94.3
10	27	5.7	475	100.0

Frequency Missing = 1

ENSUR EXEC SECRTY REQ/REQ

R31QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	5	1.1	5	1.1
1	5	1.1	10	2.1
2	8	1.7	18	3.8
3	14	2.9	32	6.7
4	27	5.7	59	12.4
5	40	8.4	99	20.8
6	51	10.7	150	31.6
7	95	20.0	245	51.6
8	124	26.1	369	77.7
9	48	10.1	417	87.8
10	58	12.2	475	100.0

Frequency Missing = 1

OVRSEE FACILITIES MGMT/CUR

C32QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	24	5.1	24	5.1
1	13	2.7	37	7.8
2	26	5.5	63	13.3
3	41	8.6	104	21.9
4	43	9.1	147	30.9
5	71	14.9	218	45.9
6	65	13.7	283	59.6
7	67	14.1	350	73.7
8	74	15.6	424	89.3
9	26	5.5	450	94.7
10	25	5.3	475	100.0

Frequency Missing = 1

OVRSEE FACILITIES MGMT/REQ

R32QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	13	2.7	13	2.7
1	10	2.1	23	4.8
2	9	1.9	32	6.7
3	20	4.2	52	10.9
4	15	3.2	67	14.1
5	43	9.1	110	23.2
6	48	10.1	158	33.3
7	86	18.1	244	51.4
8	130	27.4	374	78.7
9	58	12.2	432	90.9
10	43	9.1	475	100.0

Frequency Missing = 1

KNOW SUP REQ OP FORC/CUR

C33QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	2	0.4	2	0.4
1	2	0.4	4	0.8
2	3	0.6	7	1.5
3	8	1.7	15	3.2
4	18	3.8	33	6.9
5	33	6.9	66	13.9
6	50	10.5	116	24.4
7	52	10.9	168	35.4
8	97	20.4	265	55.8
9	96	20.2	361	76.0
10	114	24.0	475	100.0

Frequency Missing = 1

KNOW SUP REQ OP FORC/REQ

R33QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	1	0.2	1	0.2
1	1	0.2	2	0.4
2	3	0.6	5	1.1
3	4	0.8	9	1.9
4	1	0.2	10	2.1
5	12	2.5	22	4.6
6	24	5.1	46	9.7
7	37	7.8	83	17.5
8	108	22.7	191	40.2
9	93	19.6	284	59.8
10	191	40.2	475	100.0

Frequency Missing = 1

DEVLP & COMM COMD VISN/CUR

C34QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	1	0.2	1	0.2
1	1	0.2	2	0.4
2	2	0.4	4	0.8
3	8	1.7	12	2.5
4	23	4.8	35	7.4
5	14	2.9	49	10.3
6	47	9.9	96	20.2
7	81	17.1	177	37.3
8	136	28.6	313	65.9
9	76	16.0	389	81.9
10	86	18.1	475	100.0

Frequency Missing = 1

DEVLP & COMM COMD VISN/REQ

R34QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	2	0.4	2	0.4
1	1	0.2	3	0.6
2	1	0.2	4	0.8
3	3	0.6	7	1.5
4	4	0.8	11	2.3
5	7	1.5	18	3.8
6	15	3.2	33	6.9
7	33	6.9	66	13.9
8	90	18.9	156	32.8
9	96	20.2	252	53.1
10	223	46.9	475	100.0

Frequency Missing = 1

IMPOWR IND & WORK GRP/CUR

C35QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
2	3	0.6	3	0.6
3	6	1.3	9	1.9
4	5	1.1	14	2.9
5	13	2.7	27	5.7
6	37	7.8	64	13.5
7	58	12.2	122	25.7
8	125	26.3	247	52.0
9	110	23.2	357	75.2
10	118	24.8	475	100.0

Frequency Missing = 1

IMPOWR IND & WORK GRP/REQ

R35QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
2	2	0.4	2	0.4
3	5	1.1	7	1.5
4	1	0.2	8	1.7
5	3	0.6	11	2.3
6	11	2.3	22	4.6
7	31	6.5	53	11.2
8	95	20.0	148	31.2
9	98	20.6	246	51.8
10	229	48.2	475	100.0

Frequency Missing = 1

DEVLP NON-PARCHL PERSP/CUR

C36QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	3	0.6	3	0.6
1	2	0.4	5	1.1
2	1	0.2	6	1.3
3	3	0.6	9	1.9
4	11	2.4	20	4.3
5	5	1.1	25	5.4
6	37	7.9	62	13.3
7	54	11.6	116	24.8
8	125	26.8	241	51.6
9	107	22.9	348	74.5
10	119	25.5	467	100.0

Frequency Missing = 9

DEVLP NON-PARCHL PERSP/REQ

R36QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	1	0.2	1	0.2
2	1	0.2	2	0.4
3	1	0.2	3	0.6
4	2	0.4	5	1.1
5	7	1.5	12	2.6
6	21	4.5	33	7.1
7	40	8.5	73	15.6
8	105	22.4	178	38.0
9	103	22.0	281	60.0
10	187	40.0	468	100.0

Frequency Missing = 8

BUILDING TRUST/CUR

C37QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
4	2	0.4	2	0.4
5	14	3.0	16	3.4
6	18	3.8	34	7.2
7	45	9.5	79	16.7
8	114	24.1	193	40.7
9	132	27.8	325	68.6
10	149	31.4	474	100.0

Frequency Missing = 2

BUILDING TRUST/REQ

R37QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
4	2	0.4	2	0.4
5	3	0.6	5	1.1
6	4	0.8	9	1.9
7	19	4.0	28	5.9
8	67	14.1	95	20.0
9	85	17.9	180	37.9
10	295	62.1	475	100.0

Frequency Missing = 1

MANAGING CHANGE/CUR

C38QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
2	1	0.2	1	0.2
3	2	0.4	3	0.6
4	8	1.7	11	2.3
5	18	3.8	29	6.1
6	23	4.8	52	10.9
7	67	14.1	119	25.1
8	132	27.8	251	52.8
9	121	25.5	372	78.3
10	103	21.7	475	100.0

Frequency Missing = 1

MANAGING CHANGE/REQ

R38QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
4	2	0.4	2	0.4
5	1	0.2	3	0.6
6	11	2.3	14	2.9
7	15	3.2	29	6.1
8	71	14.9	100	21.1
9	112	23.6	212	44.6
10	263	55.4	475	100.0

Frequency Missing = 1

MANAGING CONFLICT/CUR

C39QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	2	0.4	2	0.4
2	1	0.2	3	0.6
3	2	0.4	5	1.1
4	8	1.7	13	2.7
5	25	5.3	38	8.0
6	44	9.3	82	17.3
7	66	13.9	148	31.2
8	138	29.1	286	60.2
9	102	21.5	388	81.7
10	87	18.3	475	100.0

Frequency Missing = 1

MANAGING CONFLICT/REQ

R39QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
4	3	0.6	3	0.6
5	3	0.6	6	1.3
6	9	1.9	15	3.2
7	22	4.6	37	7.8
8	71	14.9	108	22.7
9	109	22.9	217	45.7
10	258	54.3	475	100.0

Frequency Missing = 1

BUILDING TEAMWORK/CUR

C40QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
3	1	0.2	1	0.2
4	4	0.8	5	1.1
5	17	3.6	22	4.7
6	31	6.6	53	11.2
7	55	11.6	108	22.8
8	111	23.5	219	46.3
9	117	24.7	336	71.0
10	137	29.0	473	100.0

Frequency Missing = 3

BUILDING TEAMWORK/REQ

R40QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
4	2	0.4	2	0.4
5	1	0.2	3	0.6
6	7	1.5	10	2.1
7	18	3.8	28	5.9
8	64	13.5	92	19.4
9	92	19.4	184	38.8
10	290	61.2	474	100.0

Frequency Missing = 2

DEVL P POS ORGAN CLIMAT/CUR

C41QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
2	1	0.2	1	0.2
4	4	0.8	5	1.1
5	16	3.4	21	4.4
6	25	5.3	46	9.7
7	62	13.1	108	22.7
8	117	24.6	225	47.4
9	127	26.7	352	74.1
10	123	25.9	475	100.0

Frequency Missing = 1

DEVLP POS ORGAN CLIMAT/REQ

R41QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
3	1	0.2	1	0.2
4	1	0.2	2	0.4
6	7	1.5	9	1.9
7	14	2.9	23	4.8
8	57	12.0	80	16.8
9	97	20.4	177	37.3
10	298	62.7	475	100.0

Frequency Missing = 1

MOTIVATING PEOPLE/CUR

C42QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
4	6	1.3	6	1.3
5	19	4.0	25	5.3
6	34	7.2	59	12.4
7	58	12.2	117	24.6
8	136	28.6	253	53.3
9	117	24.6	370	77.9
10	105	22.1	475	100.0

Frequency Missing = 1

MOTIVATING PEOPLE/REQ

R42QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
2	1	0.2	1	0.2
4	3	0.6	4	0.8
6	6	1.3	10	2.1
7	16	3.4	26	5.5
8	68	14.3	94	19.8
9	93	19.6	187	39.4
10	288	60.6	475	100.0

Frequency Missing = 1

EMPLY COORD MECHNSM/CUR

C43QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	2	0.4	2	0.4
2	2	0.4	4	0.8
3	5	1.1	9	1.9
4	14	2.9	23	4.8
5	31	6.5	54	11.4
6	43	9.1	97	20.4
7	85	17.9	182	38.3
8	135	28.4	317	66.7
9	76	16.0	393	82.7
10	82	17.3	475	100.0

Frequency Missing = 1

EMPLY COORD MECHNSM/REQ

R43QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	1	0.2	1	0.2
2	1	0.2	2	0.4
3	3	0.6	5	1.1
4	1	0.2	6	1.3
5	5	1.1	11	2.3
6	15	3.2	26	5.5
7	45	9.5	71	14.9
8	114	24.0	185	38.9
9	113	23.8	298	62.7
10	177	37.3	475	100.0

Frequency Missing = 1

DEVLP SUBORDINATES/CUR

C44QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
3	1	0.2	1	0.2
4	6	1.3	7	1.5
5	17	3.6	24	5.1
6	29	6.1	53	11.2
7	61	12.8	114	24.0
8	127	26.7	241	50.7
9	99	20.8	340	71.6
10	135	28.4	475	100.0

Frequency Missing = 1

DEVLP SUBORDINATES/REQ

R44QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
2	1	0.2	1	0.2
4	2	0.4	3	0.6
5	4	0.8	7	1.5
6	10	2.1	17	3.6
7	29	6.1	46	9.7
8	84	17.7	130	27.4
9	85	17.9	215	45.3
10	260	54.7	475	100.0

Frequency Missing = 1

UNDRSTND ROLE CO & XO/CUR

C45QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	1	0.2	1	0.2
1	1	0.2	2	0.4
2	4	0.8	6	1.3
3	9	1.9	15	3.2
4	12	2.5	27	5.7
5	19	4.0	46	9.7
6	36	7.6	82	17.3
7	66	13.9	148	31.2
8	101	21.3	249	52.4
9	92	19.4	341	71.8
10	134	28.2	475	100.0

Frequency Missing = 1

UNDRSTND ROLE CO & XO/REQ

R45QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	4	0.8	4	0.8
1	1	0.2	5	1.1
2	4	0.8	9	1.9
3	4	0.8	13	2.7
4	1	0.2	14	2.9
5	5	1.1	19	4.0
6	9	1.9	28	5.9
7	17	3.6	45	9.5
8	78	16.4	123	25.9
9	73	15.4	196	41.3
10	279	58.7	475	100.0

Frequency Missing = 1

PROM INNOVT & RISK BHVR/CUR

C46QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
2	2	0.4	2	0.4
3	3	0.6	5	1.1
4	12	2.5	17	3.6
5	25	5.3	42	8.9
6	46	9.7	88	18.6
7	67	14.1	155	32.7
8	126	26.6	281	59.3
9	80	16.9	361	76.2
10	113	23.8	474	100.0

Frequency Missing = 2

PROM INNOVT & RISK BHVR/REQ

R46QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
2	1	0.2	1	0.2
4	5	1.1	6	1.3
5	10	2.1	16	3.4
6	18	3.8	34	7.2
7	35	7.4	69	14.6
8	105	22.2	174	36.7
9	104	21.9	278	58.6
10	196	41.4	474	100.0

Frequency Missing = 2

MNG CIV PER BY REG PROC/CUR

C47QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	2	0.4	2	0.4
1	7	1.5	9	1.9
2	17	3.6	26	5.5
3	30	6.3	56	11.8
4	32	6.7	88	18.5
5	54	11.4	142	29.9
6	77	16.2	219	46.1
7	85	17.9	304	64.0
8	86	18.1	390	82.1
9	45	9.5	435	91.6
10	40	8.4	475	100.0

Frequency Missing = 1

MNG CIV PER BY REG PROC/REQ

R47QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	8	1.7	8	1.7
1	1	0.2	9	1.9
2	2	0.4	11	2.3
3	5	1.1	16	3.4
4	5	1.1	21	4.4
5	13	2.7	34	7.2
6	22	4.6	56	11.8
7	64	13.5	120	25.3
8	135	28.4	255	53.7
9	107	22.5	362	76.2
10	113	23.8	475	100.0

Frequency Missing = 1

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MNG MIL PER BY REG PROC/CUR

C48QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
3	3	0.6	3	0.6
4	9	1.9	12	2.5
5	28	5.9	40	8.4
6	47	9.9	87	18.3
7	71	14.9	158	33.3
8	126	26.5	284	59.8
9	105	22.1	389	81.9
10	86	18.1	475	100.0

Frequency Missing = 1

MNG MIL PER BY REG PROC/REQ

R48QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	1	0.2	1	0.2
1	1	0.2	2	0.4
2	2	0.4	4	0.8
3	1	0.2	5	1.1
4	4	0.8	9	1.9
5	7	1.5	16	3.4
6	20	4.2	36	7.6
7	38	8.0	74	15.6
8	120	25.3	194	40.8
9	117	24.6	311	65.5
10	164	34.5	475	100.0

Frequency Missing = 1

EVAL MANPWR STAF NEEDS/CUR

C49QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	1	0.2	1	0.2
1	1	0.2	2	0.4
2	3	0.6	5	1.1
3	15	3.2	20	4.2
4	19	4.0	39	8.2
5	42	8.9	81	17.1
6	54	11.4	135	28.5
7	97	20.5	232	49.0
8	109	23.0	341	72.1
9	70	14.8	411	86.9
10	62	13.1	473	100.0

Frequency Missing = 3

EVAL MANPWR STAF NEEDS/REQ

R49QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	1	0.2	1	0.2
1	2	0.4	3	0.6
3	1	0.2	4	0.8
4	4	0.8	8	1.7
5	8	1.7	16	3.4
6	19	4.0	35	7.4
7	45	9.5	80	16.9
8	146	30.9	226	47.8
9	117	24.7	343	72.5
10	130	27.5	473	100.0

Frequency Missing = 3

MANAGE LABOR RELATIONS/CUR

C50QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	34	7.2	34	7.2
1	21	4.4	55	11.6
2	30	6.3	85	18.0
3	48	10.1	133	28.1
4	46	9.7	179	37.8
5	72	15.2	251	53.1
6	66	14.0	317	67.0
7	65	13.7	382	80.8
8	50	10.6	432	91.3
9	14	3.0	446	94.3
10	27	5.7	473	100.0

Frequency Missing = 3

MANAGE LABOR RELATIONS/REQ

R50QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	24	5.1	24	5.1
1	5	1.1	29	6.1
2	9	1.9	38	8.0
3	13	2.7	51	10.8
4	9	1.9	60	12.7
5	31	6.6	91	19.2
6	39	8.2	130	27.5
7	76	16.1	206	43.6
8	116	24.5	322	68.1
9	79	16.7	401	84.8
10	72	15.2	473	100.0

Frequency Missing = 3

MANG MULTI-CULT DIVRSTY/CUR

C51QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
2	5	1.1	5	1.1
3	12	2.5	17	3.6
4	23	4.8	40	8.4
5	43	9.1	83	17.5
6	48	10.1	131	27.6
7	84	17.7	215	45.3
8	123	25.9	338	71.2
9	70	14.7	408	85.9
10	67	14.1	475	100.0

Frequency Missing = 1

MANG MULTI-CULT DIVRSTY/REQ

R51QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	7	1.5	7	1.5
1	2	0.4	9	1.9
2	3	0.6	12	2.5
3	3	0.6	15	3.2
4	6	1.3	21	4.4
5	28	5.9	49	10.3
6	22	4.6	71	14.9
7	62	13.1	133	28.0
8	115	24.2	248	52.2
9	102	21.5	350	73.7
10	125	26.3	475	100.0

Frequency Missing = 1

PROM ETHICL PRAC IN OPS/CUR

C52QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
3	2	0.4	2	0.4
4	6	1.3	8	1.7
5	17	3.6	25	5.3
6	32	6.8	57	12.0
7	55	11.6	112	23.6
8	125	26.4	237	50.0
9	97	20.5	334	70.5
10	140	29.5	474	100.0

Frequency Missing = 2

PROM ETHICL PRAC IN OPS/REQ

R52QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	2	0.4	2	0.4
1	1	0.2	3	0.6
2	1	0.2	4	0.8
3	1	0.2	5	1.1
4	3	0.6	8	1.7
5	7	1.5	15	3.2
6	12	2.5	27	5.7
7	30	6.3	57	12.0
8	75	15.8	132	27.8
9	83	17.5	215	45.4
10	259	54.6	474	100.0

Frequency Missing = 2

WRITING EFFECTIVELY/CUR

C53QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
3	1	0.2	1	0.2
4	4	0.8	5	1.1
5	11	2.3	16	3.4
6	19	4.0	35	7.4
7	58	12.2	93	19.6
8	131	27.6	224	47.2
9	131	27.6	355	74.7
10	120	25.3	475	100.0

Frequency Missing = 1

WRITING EFFECTIVELY/REQ

R53QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
5	5	1.1	5	1.1
6	5	1.1	10	2.1
7	13	2.7	23	4.8
8	83	17.5	106	22.3
9	117	24.6	223	46.9
10	252	53.1	475	100.0

Frequency Missing = 1

POS & NEG FEEDBACK/CUR

C54QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
3	1	0.2	1	0.2
4	6	1.3	7	1.5
5	17	3.6	24	5.1
6	24	5.1	48	10.1
7	73	15.4	121	25.5
8	152	32.0	273	57.5
9	105	22.1	378	79.6
10	97	20.4	475	100.0

Frequency Missing = 1

POS & NEG FEEDBACK/REQ

R54QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	1	0.2	1	0.2
5	4	0.8	5	1.1
6	3	0.6	8	1.7
7	22	4.6	30	6.3
8	80	16.8	110	23.2
9	123	25.9	233	49.1
10	242	50.9	475	100.0

Frequency Missing = 1

DELVR EFF ORAL PRES/CUR

C55QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
3	3	0.6	3	0.6
4	7	1.5	10	2.1
5	19	4.0	29	6.1
6	38	8.0	67	14.1
7	86	18.1	153	32.2
8	122	25.7	275	57.9
9	115	24.2	390	82.1
10	85	17.9	475	100.0

Frequency Missing = 1

DELVR EFF ORAL PRES/REQ

R55QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
4	1	0.2	1	0.2
5	5	1.1	6	1.3
6	6	1.3	12	2.5
7	23	4.8	35	7.4
8	93	19.6	128	26.9
9	128	26.9	256	53.9
10	219	46.1	475	100.0

Frequency Missing = 1

LISTENING EFFECTIVELY/CUR

C56QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	1	0.2	1	0.2
3	3	0.6	4	0.8
4	3	0.6	7	1.5
5	17	3.6	24	5.1
6	30	6.3	54	11.4
7	61	12.8	115	24.2
8	144	30.3	259	54.5
9	91	19.2	350	73.7
10	125	26.3	475	100.0

Frequency Missing = 1

LISTENING EFFECTIVELY/REQ

R56QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
3	1	0.2	1	0.2
5	1	0.2	2	0.4
6	4	0.8	6	1.3
7	14	2.9	20	4.2
8	64	13.5	84	17.7
9	108	22.7	192	40.4
10	283	59.6	475	100.0

Frequency Missing = 1

BLD WORK & SUPRT RELTN/CUR

C57QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	2	0.4	2	0.4
1	2	0.4	4	0.8
2	1	0.2	5	1.1
3	12	2.5	17	3.6
4	11	2.3	28	5.9
5	35	7.4	63	13.3
6	40	8.4	103	21.7
7	86	18.1	189	39.9
8	124	26.2	313	66.0
9	89	18.8	402	84.8
10	72	15.2	474	100.0

Frequency Missing = 2

BLD WORK & SUPRT RELTN/REQ

R57QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	1	0.2	1	0.2
2	1	0.2	2	0.4
3	2	0.4	4	0.8
4	1	0.2	5	1.1
5	7	1.5	12	2.5
6	11	2.3	23	4.9
7	36	7.6	59	12.4
8	106	22.4	165	34.8
9	127	26.8	292	61.6
10	182	38.4	474	100.0

Frequency Missing = 2

REP ORGN TO EXTRNL GRP/CUR

C58QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	1	0.2	1	0.2
1	2	0.4	3	0.6
2	2	0.4	5	1.1
3	13	2.7	18	3.8
4	18	3.8	36	7.6
5	30	6.3	66	13.9
6	35	7.4	101	21.3
7	75	15.8	176	37.1
8	126	26.5	302	63.6
9	83	17.5	385	81.1
10	90	18.9	475	100.0

Frequency Missing = 1

REP ORGN TO EXTRNL GRP/REQ

R58QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	3	0.6	3	0.6
3	4	0.8	7	1.5
4	9	1.9	16	3.4
5	7	1.5	23	4.8
6	18	3.8	41	8.6
7	36	7.6	77	16.2
8	110	23.2	187	39.4
9	117	24.6	304	64.0
10	171	36.0	475	100.0

Frequency Missing = 1

CLIMATE OF OPEN COMM/CUR

C59QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
3	1	0.2	1	0.2
4	1	0.2	2	0.4
5	9	1.9	11	2.3
6	25	5.3	36	7.6
7	48	10.1	84	17.7
8	121	25.5	205	43.2
9	124	26.1	329	69.3
10	146	30.7	475	100.0

Frequency Missing = 1

CLIMATE OF OPEN COMM/REQ

R59QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
5	3	0.6	3	0.6
6	5	1.1	8	1.7
7	17	3.6	25	5.3
8	73	15.4	98	20.6
9	113	23.8	211	44.4
10	264	55.6	475	100.0

Frequency Missing = 1

CONDUCT MEETINGS EFF/CUR

C60QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
4	7	1.5	7	1.5
5	17	3.6	24	5.1
6	39	8.2	63	13.3
7	80	16.9	143	30.2
8	141	29.7	284	59.9
9	102	21.5	386	81.4
10	88	18.6	474	100.0

Frequency Missing = 2

CONDUCT MEETINGS EFF/REQ

R60QUES	Frequency	Percent	Cumulative Frequency	Cumulative Percent
2	1	0.2	1	0.2
3	1	0.2	2	0.4
4	1	0.2	3	0.6
5	2	0.4	5	1.1
6	7	1.5	12	2.5
7	23	4.8	35	7.4
8	99	20.8	134	28.2
9	124	26.1	258	54.3
10	217	45.7	475	100.0

Frequency Missing = 1

FINANCIAL/RESOURCE MGMT

FINMGMT	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	2	0.4	2	0.4
2	4	0.8	6	1.3
3	5	1.1	11	2.3
4	12	2.5	23	4.8
5	20	4.2	43	9.0
6	31	6.5	74	15.5
7	72	15.1	146	30.7
8	145	30.5	291	61.1
9	98	20.6	389	81.7
10	87	18.3	476	100.0

PROGRAM PLANNING & EVAL

PROGRAM	Frequency	Percent	Cumulative Frequency	Cumulative Percent
2	4	0.8	4	0.8
3	2	0.4	6	1.3
4	10	2.1	16	3.4
5	22	4.6	38	8.0
6	33	6.9	71	14.9
7	84	17.6	155	32.6
8	146	30.7	301	63.2
9	105	22.1	406	85.3
10	70	14.7	476	100.0

DECISION MAKNG/PROBLM SOLV

DECISION	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	1	0.2	1	0.2
2	2	0.4	3	0.6
3	5	1.1	8	1.7
4	9	1.9	17	3.6
5	17	3.6	34	7.1
6	27	5.7	61	12.8
7	55	11.6	116	24.4
8	116	24.4	232	48.7
9	100	21.0	332	69.7
10	144	30.3	476	100.0

LEGAL ISSUES

LEGAL	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	2	0.4	2	0.4
2	4	0.8	6	1.3
3	16	3.4	22	4.6
4	16	3.4	38	8.0
5	46	9.7	84	17.7
6	61	12.8	145	30.5
7	94	19.8	239	50.3
8	129	27.2	368	77.5
9	57	12.0	425	89.5
10	50	10.5	475	100.0

Frequency Missing = 1

OPERATIONS MGMT ISSUES

OPMGMT	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	3	0.6	3	0.6
2	3	0.6	6	1.3
3	7	1.5	13	2.7
4	18	3.8	31	6.5
5	48	10.1	79	16.6
6	43	9.1	122	25.7
7	125	26.3	247	52.0
8	135	28.4	382	80.4
9	63	13.3	445	93.7
10	30	6.3	475	100.0

Frequency Missing = 1

ORGANIZATIONAL BEHAVIOR

ORGNBEH	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	5	1.1	5	1.1
2	1	0.2	6	1.3
3	8	1.7	14	2.9
4	7	1.5	21	4.4
5	21	4.4	42	8.8
6	45	9.5	87	18.3
7	52	10.9	139	29.2
8	85	17.9	224	47.1
9	105	22.1	329	69.1
10	147	30.9	476	100.0

MANPOWER/HUMAN RES MGMT

MANPOWER	Frequency	Percent	Cumulative Frequency	Cumulative Percent
2	3	0.6	3	0.6
3	3	0.6	6	1.3
4	8	1.7	14	2.9
5	18	3.8	32	6.7
6	36	7.6	68	14.3
7	75	15.8	143	30.0
8	107	22.5	250	52.5
9	101	21.2	351	73.7
10	125	26.3	476	100.0

COMMUNICATION

COMM	Frequency	Percent	Cumulative Frequency	Cumulative Percent
1	3	0.6	3	0.6
2	4	0.8	7	1.5
3	8	1.7	15	3.2
4	7	1.5	22	4.6
5	12	2.5	34	7.1
6	14	2.9	48	10.1
7	22	4.6	70	14.7
8	61	12.8	131	27.5
9	107	22.5	238	50.0
10	238	50.0	476	100.0

APPENDIX G

SURVEY RESPONSE MEANS AND DELTAS

FINANCIAL MANAGEMENT MEANS AND DELTAS

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C1QUES	INTERP FINAN STATEMNTS/CUR	474	5.3101266	2.4809683	0	10.0000000
R1QUES	INTERP FINAN STATEMNTS/REQ	474	7.3902954	1.8408079	0	10.0000000
Q1DELTA	DELTA-INTERP FINAN STATEMNTS	472	2.0677966	2.5161181	-5.0000000	8.0000000
C2QUES	RECOG FUNDNG SOURCES/CUR	475	5.7284211	2.5990774	0	10.0000000
R2QUES	RECOG FUNDNG SOURCES/REQ	475	7.9431579	1.7231761	0	10.0000000
Q2DELTA	DELTA-RECOG FUNDING SOURCES	474	2.2130802	2.6048738	-5.0000000	10.0000000
C3QUES	EVAL OPER & CAP BUDGETS/CUR	475	5.4905263	2.6619317	0	10.0000000
R3QUES	EVAL OPER & CAP BUDGETS/REQ	474	7.5738397	2.0624067	0	10.0000000
Q3DELTA	DELTA-EVAL OPER & CAP BUDGETS	473	2.0676533	2.7074267	-6.0000000	10.0000000
C4QUES	RES MGMT ADV & DRMBK/CUR	472	5.0741525	2.6294125	0	10.0000000
R4QUES	RES MGMT ADV & DRMBK/REQ	471	7.3354565	2.6356790	0	10.0000000
Q4DELTA	DELTA-RESOURCE MGMT ADV & DRAWBK	470	2.2595745	2.7107666	-10.0000000	10.0000000
C5QUES	MAX BEN FROM REIMBR/CUR	469	4.4200426	2.9432857	0	10.0000000
R5QUES	MAX BEN FROM REIMBR/REQ	468	6.5982906	2.9819150	0	10.0000000
Q5DELTA	DELTA-MAX BEN FROM REIMBR	467	2.1691649	3.0318892	-10.0000000	10.0000000
C6QUES	WORK U/PROCUREMENT SYS/CUR	474	4.5675105	2.5758431	0	10.0000000
R6QUES	WORK U/PROCUREMENT SYS/REQ	475	6.6968421	2.2819902	0	10.0000000
Q6DELTA	DELTA-WORK U/PROCUREMENT SYSTEM	473	2.1395349	2.8473861	-7.0000000	10.0000000
C7QUES	COST-BENFT ANAL TECH/CUR	475	5.5368421	2.6814353	0	10.0000000
R7QUES	COST-BENFT ANAL TECH/REQ	475	7.3810526	2.2266271	0	10.0000000
Q7DELTA	DELTA-COST/BENEFIT ANAL TECH	474	1.8523207	2.7107423	-9.0000000	10.0000000
FINMGMT	FINANCIAL/RESOURCE MGMT	476	7.9306723	1.7036878	1.0000000	10.0000000
FINAGC	AGGREGATE--FINANCIAL/C	467	5.1710003	2.2300066	0.1428571	10.0000000
FINAGR	AGGREGATE--FINANCIAL/R	467	7.2792903	1.8127754	0	10.0000000
FINDELTA	AGGREGATE DELTA--FINANCIAL	464	2.1012931	2.3315911	-5.5714286	9.5714286

PROGRAM PLANNING AND EVALUATION MEANS AND DELTAS

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C8QUES	MANAGING PLANNING PROCS/CUR	475	5.5936842	2.4617672	0	10.0000000
R8QUES	MANAGING PLANNING PROCS/REQ	475	7.6547368	1.8755460	0	10.0000000
Q8DELTA	DELTA-MANAGING PLANNING PROCS	474	2.0780591	2.3821534	-5.0000000	9.0000000
C9QUES	METHODS EVAL PROGRAMS/CUR	475	6.0273684	2.3005431	0	10.0000000
R9QUES	METHODS EVAL PROGRAMS/REQ	475	7.8694737	1.6572990	0	10.0000000
Q9DELTA	DELTA-METHODS EVAL PROGRAMS	474	1.8586498	2.2306388	-6.0000000	9.0000000
C10QUES	EVAL & APPL MARKET ANAL/CUR	475	5.2715789	2.5299749	0	10.0000000
R10QUES	EVAL & APPL MARKET ANAL/REQ	473	7.4778013	1.9925799	0	10.0000000
Q10DELTA	DELTA-EVAL & APPL MARKET ANALYSIS	472	2.2076271	2.4940066	-6.0000000	10.0000000
C11QUES	EMP IMPROV PRIN & MTHD/CUR	475	7.2105263	1.8921041	1.0000000	10.0000000
R11QUES	EMP IMPROV PRIN & MTHD/REQ	475	8.5010526	1.5057901	2.0000000	10.0000000
Q11DELTA	DELTA-EMP IMPROV PRIN & MTHD	474	1.3059072	1.9150254	-6.0000000	9.0000000
C12QUES	DEPT & FUNC MNL FAC/CUR	472	7.5783898	2.1420368	0	10.0000000
R12QUES	DEPT & FUNC MNL FAC/REQ	473	8.4080338	1.8262733	0	10.0000000
Q12DELTA	DELTA-DEPT & FUNC MNL FAC	471	0.8407643	1.9802521	-10.0000000	10.0000000
PROGRAM	PROGRAM PLANNING & EVAL	476	7.9054622	1.5551245	2.0000000	10.0000000
PPEAGC	AGGREGATE--PROGRAM PLAN & EVAL/C	472	6.3406780	1.9151087	1.0000000	10.0000000
PPEAGR	AGGREGATE--PROGRAM PLAN & EVAL/R	471	7.9910828	1.4379082	1.0000000	10.0000000
PPEDELTA	AGGREGATE DELTA--PROGRAM PLAN & EVAL	469	1.6605544	1.8408704	-4.8000000	7.4000000

DECISION MAKING MEANS AND DELTAS

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C13QUES	ASSESS AVAIL INFO/CUR	475	7.7178947	1.6434231	2.0000000	10.0000000
R13QUES	ASSESS AVAIL INFO/REQ	475	8.7936842	1.1940261	4.0000000	10.0000000
Q13DELTA	DELTA-ASSESS AVAIL INFO	474	1.0822785	1.6019222	-5.0000000	7.0000000
C14QUES	INCLD OTHR DECSN MAKING/CUR	474	8.1075949	1.5260339	1.0000000	10.0000000
R14QUES	INCLD OTHR DECSN MAKING/REQ	474	8.7320675	1.3077849	0	10.0000000
Q14DELTA	DELTA-INCL OTHR DECSN MAKING	473	0.6300211	1.4557409	-8.0000000	7.0000000
C15QUES	DECISM MAKING TECH/CUR	474	7.6329114	1.6781940	3.0000000	10.0000000
R15QUES	DECISM MAKING TECH/REQ	474	8.5822785	1.3128823	3.0000000	10.0000000
Q15DELTA	DELTA-DECISM MAKING TECHNIQUES	473	0.9556025	1.6313063	-5.0000000	7.0000000
C16QUES	USE MGMT INFO SYS TECH/CUR	474	5.5590717	2.3277197	0	10.0000000
R16QUES	USE MGMT INFO SYS TECH/REQ	473	7.8773784	1.6842289	1.0000000	10.0000000
Q16DELTA	DELTA-USE MGMT INFOR SYSTEM TECH	472	2.3220339	2.3245440	-4.0000000	10.0000000
C17QUES	STAT TOOLS IN DECISIONS/CUR	475	5.4526316	2.4137809	0	10.0000000
R17QUES	STAT TOOLS IN DECISIONS/REQ	473	7.1501057	1.9895609	0	10.0000000
Q17DELTA	DELTA-STAT TOOLS IN DECISION MAKING	472	1.6949153	2.4779571	-5.0000000	10.0000000
C18QUES	STRNG WEAKNS STAT TECH/CUR	475	5.2210526	2.5315684	0	10.0000000
R18QUES	STRNG WEAKNS STAT TECH/REQ	474	7.2109705	2.0792456	0	10.0000000
Q18DELTA	DELTA-STRENGTHS & WEAK OF STAT TECHS	473	1.9936575	2.5788337	-10.0000000	10.0000000
C19QUES	HOW INFO SYS DESIGNED/CUR	474	5.0949367	2.4124097	0	10.0000000
R19QUES	HOW INFO SYS DESIGNED/REQ	475	6.9873684	1.9583879	0	10.0000000
Q19DELTA	DELTA-HOW INFO SYSTEMS ARE DESIGNED	473	1.9006342	2.4322732	-7.0000000	9.0000000
C20QUES	ANALYZE RISK & ALT/CUR	474	7.0928270	2.0552185	0	10.0000000
R20QUES	ANALYZE RISK & ALT/REQ	475	8.4084211	1.4073094	3.0000000	10.0000000
Q20DELTA	DELTA-ANALYZE RISKS & ALTERNATIVES	473	1.3234672	1.9153204	-5.0000000	8.0000000
DECISION	DECISION MAKING/PROBLM SOLV	476	8.3109244	1.6770797	1.0000000	10.0000000
DECAGC	AGGREGATE--DEC MAKING/PROBLEM SOLV/C	471	6.4869958	1.6565865	1.8750000	10.0000000
DECAGR	AGGREGATE--DEC MAKING/PROBLEM SOLV/R	469	7.9688166	1.2218493	3.6250000	10.0000000
DECDLTA	AGGREGATE DELTA--DEC MAKING/PROB SOLV	467	1.4855460	1.6561450	-5.1250000	7.5000000

LEGAL ISSUES MEANS AND DELTAS

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C21QUES	KNOW VIOLTN OF UCMJ/CUR	475	7.3284211	1.9898298	0	10.0000000
R21QUES	KNOW VIOLTN OF UCMJ/REQ	474	8.3375527	1.7996896	0	10.0000000
Q21DELTA	DELTA-KNOW VIOLLIN OF UCMJ	473	1.0042283	2.1648147	-9.0000000	9.0000000
C22QUES	PUNISHMENT UNDR UCMJ/CUR	475	7.1452632	2.2730195	0	10.0000000
R22QUES	PUNISHMENT UNDR UCMJ/REQ	475	8.0378947	2.0578746	0	10.0000000
Q22DELTA	DELTA-PUNISHMENT UNDER UCMJ	474	0.8987342	2.4283122	-8.0000000	9.0000000
C23QUES	INITIATE ACT UCMJ VIOLTN/CUR	475	7.1263158	2.3476450	0	10.0000000
R23QUES	INITIATE ACT UCMJ VIOLTN/REQ	474	8.1561181	2.0739231	0	10.0000000
Q23DELTA	DELTA-INITIATE ACT UNDER UCMJ	473	1.0317125	2.4617946	-9.0000000	9.0000000
C24QUES	ADMIN SEP AUTH & PROC/CUR	474	6.4451477	2.3745808	0	10.0000000
R24QUES	ADMIN SEP AUTH & PROC/REQ	474	7.6708861	2.1471542	0	10.0000000
Q24DELTA	DELTA-ADMIN SEP AUTH & PROC	473	1.2304440	2.5344581	-9.0000000	9.0000000
C25QUES	KNOW LIAB MOSP & PROF/CUR	474	6.7637131	2.1671855	0	10.0000000
R25QUES	KNOW LIAB MOSP & PROF/REQ	474	8.2257384	1.9018440	0	10.0000000
Q25DELTA	DELTA-KNOW LIAB OF MOSP & PROF	473	1.4693446	2.2340800	-8.0000000	10.0000000
C26QUES	KNOW ENVIRON IMPCT ISS/CUR	475	6.1768421	2.2600667	0	10.0000000
R26QUES	KNOW ENVIRON IMPCT ISS/REQ	475	7.9200000	1.9535535	0	10.0000000
Q26DELTA	DELTA-KNOW ENVIRON IMPACT ISS	474	1.7510549	2.3938895	-8.0000000	10.0000000
LEGAL	LEGAL ISSUES	475	7.2021053	1.8398988	1.0000000	10.0000000
LEGAGC	AGGREGATE--LEGAL ISSUES/C	473	6.8357999	1.8620772	0.8333333	10.0000000
LEGAGR	AGGREGATE--LEGAL ISSUES/R	472	8.0674435	1.7036192	0	10.0000000
LEGDELTA	AGGREGATE DELTA--LEGAL ISSUES	471	1.2296532	2.0063341	-8.0000000	8.6666667

OPERATIONS MANAGEMENT ISSUES MEANS AND DELTAS

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C27QUES	IMPCT OSHA REQ HOSP OP/CUR	474	6.1139241	2.4674833	0	10.0000000
R27QUES	IMPCT OSHA REQ HOSP OP/REQ	474	7.6561181	2.3313958	0	10.0000000
Q27DELTA	DELTA-IMPACT OF OSHA ON HOSP	473	1.5496829	2.5408036	-8.0000000	10.0000000
C28QUES	EVAL PROP TO AGUR TECH/CUR	475	6.2652632	2.1250847	0	10.0000000
R28QUES	EVAL PROP TO AGUR TECH/REQ	475	7.6715789	1.7458609	0	10.0000000
Q28DELTA	DELTA-EVAL PROP TO AGUR TECH	474	1.4135021	2.1959763	-8.0000000	10.0000000
C29QUES	OPP & LIM DOD/DON MATRL/CUR	474	5.3206751	2.4843091	0	10.0000000
R29QUES	OPP & LIM DOD/DON MATRL/REQ	473	7.3446089	1.9016210	0	10.0000000
Q29DELTA	DELTA-OPP& LIM TO DOD/DON MATRL	472	2.0211864	2.5101865	-7.0000000	9.0000000
C30QUES	OVRSEE EQUIP NGMT PRG/CUR	475	5.7263158	2.4513929	0	10.0000000
R30QUES	OVRSEE EQUIP NGMT PRG/REQ	475	6.9536842	2.0036786	0	10.0000000
Q30DELTA	DELTA-OVERSEE EQUIP NGMT PROGRAM	474	1.2341772	2.3386659	-7.0000000	9.0000000
C31QUES	ENSUR EXEC SECRTY REQ/CUR	475	5.7452632	2.4340139	0	10.0000000
R31QUES	ENSUR EXEC SECRTY REQ/REQ	475	7.0442105	2.1248339	0	10.0000000
Q31DELTA	DELTA-ENSURE EXECUTION OF SEC REGS	474	1.3059072	2.3267193	-7.0000000	9.0000000
C32QUES	OVRSEE FACILITIES NGMT/CUR	475	5.5789474	2.5696170	0	10.0000000
R32QUES	OVRSEE FACILITIES NGMT/REQ	475	6.8315789	2.3566614	0	10.0000000
Q32DELTA	DELTA-OVERSEE FAC NGMT	476	0.2962185	0.4570689	0	1.0000000
OPMGNT	OPERATIONS NGMT ISSUES	475	7.2042105	1.6745751	1.0000000	10.0000000
OPMAGC	AGGREGATE--OPERATIONAL NGMT ISSUES/C	473	5.7892882	1.9674249	0.3333333	10.0000000
OPMAGR	AGGREGATE--OPERATIONAL NGMT ISSUES/R	472	7.2454096	1.6630116	0.6666667	10.0000000
OPMDELTA	AGGREGATE DELTA--OPERATIONAL NGMT ISSUES	471	1.4575372	2.0016162	-7.3333333	8.3333333

ORGANIZATIONAL BEHAVIOR ISSUES MEANS AND DELTAS

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C33QUES	KNOW SUP REQ OP FORC/CUR	475	7.8168421	2.0058276	0	10.0000000
R33QUES	KNOW SUP REQ OP FORC/REQ	475	8.6252632	1.6234677	0	10.0000000
Q33DELTA	DELTA-KNOW & SUPPORT OPF FORCES	474	0.8101266	2.0267301	-8.0000000	7.0000000
C34QUES	DEVL P & COMM COND VISM/CUR	475	7.7305263	1.7986794	0	10.0000000
R34QUES	DEVL P & COMM COND VISM/REQ	475	8.8378947	1.5660681	0	10.0000000
Q34DELTA	DELTA-DEVELOP & COMM COMMAND VISION	474	1.1118143	1.9019706	-8.0000000	7.0000000
C35QUES	IMPOUR IND & WORK GRP/CUR	475	8.2252632	1.6035936	2.0000000	10.0000000
R35QUES	IMPOUR IND & WORK GRP/REQ	475	8.9536842	1.3756326	2.0000000	10.0000000
Q35DELTA	DELTA-EMPOWER INV & WORK GROUPS	474	0.7299578	1.5817635	-5.0000000	7.0000000
C36QUES	DEVL P NON-PARCHL PERSP/CUR	467	8.2119914	1.7246091	0	10.0000000
R36QUES	DEVL P NON-PARCHL PERSP/REQ	468	8.7414530	1.4170239	0	10.0000000
Q36DELTA	DELTA-DEVELOP NON-PAROCHIAL PERSPECTIVE	466	0.5343348	1.6010418	-4.0000000	9.0000000
C37QUES	BUILDING TRUST/CUR	474	8.6308017	1.3121568	4.0000000	10.0000000
R37QUES	BUILDING TRUST/REQ	475	9.3284211	1.0481713	4.0000000	10.0000000
Q37DELTA	DELTA-BUILDING TRUST	473	0.6976744	1.3370276	-5.0000000	5.0000000
C38QUES	MANAGING CHANGE/CUR	475	8.2357895	1.4823800	2.0000000	10.0000000
R38QUES	MANAGING CHANGE/REQ	475	9.2421053	1.0585775	4.0000000	10.0000000
Q38DELTA	DELTA-MANAGING CHANGE	474	1.0084388	1.5194067	-5.0000000	7.0000000
C39QUES	MANAGING CONFLICT/CUR	475	7.9684211	1.6099154	1.0000000	10.0000000
R39QUES	MANAGING CONFLICT/REQ	475	9.1873684	1.1291349	4.0000000	10.0000000
Q39DELTA	DELTA-MANAGING CONFLICT	474	1.2215190	1.7165655	-5.0000000	9.0000000
C40QUES	BUILDING TEAMWORK/CUR	473	8.4270613	1.4553624	3.0000000	10.0000000
R40QUES	BUILDING TEAMWORK/REQ	474	9.3270042	1.0325714	4.0000000	10.0000000
Q40DELTA	DELTA-BUILDING TEAMWORK	472	0.9025424	1.5068964	-5.0000000	6.0000000
C41QUES	DEVL P POS ORGAN CLINAT/CUR	475	8.4021053	1.4143612	2.0000000	10.0000000
R41QUES	DEVL P POS ORGAN CLINAT/REQ	475	9.3810526	0.9915566	3.0000000	10.0000000
Q41DELTA	DELTA-DEVELOP POSITIVE ORG ENVIRONMENT	474	0.9810127	1.4834030	-5.0000000	7.0000000
C42QUES	MOTIVATING PEOPLE/CUR	475	8.2526316	1.4288204	4.0000000	10.0000000
R42QUES	MOTIVATING PEOPLE/REQ	475	9.3115789	1.0790353	2.0000000	10.0000000
Q42DELTA	DELTA-MOTIVATING PEOPLE	474	1.0632911	1.4942464	-5.0000000	6.0000000
C43QUES	EMPL COORD MECHNSM/CUR	475	7.7200000	1.7500814	0	10.0000000
R43QUES	EMPL COORD MECHNSM/REQ	475	8.7242105	1.3877642	0	10.0000000
Q43DELTA	DELTA-EMPLOY COORD MECHANISMS	474	1.0084388	1.7142397	-4.0000000	7.0000000
C44QUES	DEVL P SUBORDINATES/CUR	475	8.3578947	1.4735057	3.0000000	10.0000000

R44QUES	DEVL P SUBORDINATES/REQ	475	9.1157895	1.2209766	2.0000000	10.0000000
Q44DELTA	DELTA-DEVELOP SUBORDINATES	474	0.7594937	1.5226148	-5.0000000	6.0000000
C45QUES	UNDRSTND ROLE CO & XO/CUR	475	8.0694757	1.8830284	0	10.0000000
R45QUES	UNDRSTND ROLE CO & XO/REQ	475	9.0400000	1.6802652	0	10.0000000
Q45DELTA	DELTA-UNDERSTANDING ROLE OF CO/XO	474	0.9725738	2.2575424	-10.0000000	10.0000000
C46QUES	PROM INNOVT & RISK BHVR/CUR	474	7.9936709	1.6875248	2.0000000	10.0000000
R46QUES	PROM INNOVT & RISK BHVR/REQ	474	8.7784810	1.3898914	2.0000000	10.0000000
Q46DELTA	DELTA-PROM INNOV. & RISK BEHAVIOR	473	0.7864693	1.7194263	-5.0000000	7.0000000
ORGMBEH	ORGANIZATIONAL BEHAVIOR	476	8.1785714	1.8872544	1.0000000	10.0000000
ORGAGC	AGGREGATE--ORGANIZATIONAL BEHAVIOR/C	463	8.1386918	1.2487003	4.0000000	10.0000000
ORGAGR	AGGREGATE--ORGANIZATIONAL BEHAVIOR/R	466	9.0396996	0.9749498	4.4285714	10.0000000
ORGDELTA	AGGREGATE DELTA--ORGANIZATIONAL BEHAVIOR	462	0.9024428	1.2634297	-3.9285714	5.4285714

MANPOWER MANAGEMENT/HRM ISSUES MEANS AND DELTAS

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C47QUES	MNG CIV PER BY REG PROC/CUR	475	6.4821053	2.2193044	0	10.0000000
R47QUES	MNG CIV PER BY REG PROC/REQ	475	8.1221053	1.8707824	0	10.0000000
Q47DELTA	DELTA-MANAGING CIV PERSONNEL	474	1.6476793	2.1147899	-8.0000000	9.0000000
C48QUES	MNG MIL PER BY REG PROC/CUR	475	7.9515789	1.5763858	3.0000000	10.0000000
R48QUES	MNG MIL PER BY REG PROC/REQ	475	8.6273684	1.4819905	0	10.0000000
Q48DELTA	DELTA-MANAGING MIL PERSONNEL	474	0.6772152	1.7433740	-8.0000000	7.0000000
C49QUES	EVAL MANPWR STAF NEEDS/CUR	473	7.3213531	1.8928693	0	10.0000000
R49QUES	EVAL MANPWR STAF NEEDS/REQ	473	8.4799154	1.4350775	0	10.0000000
Q49DELTA	DELTA-EVAL MANPOWER STAFFING NEEDS	472	1.1610169	1.9849555	-8.0000000	7.0000000
C50QUES	MANAGE LABOR RELATIONS/CUR	473	5.1078224	2.6694684	0	10.0000000
R50QUES	MANAGE LABOR RELATIONS/REQ	473	7.1416490	2.5642215	0	10.0000000
Q50DELTA	DELTA-MANAGE LABOR RELATIONS	472	2.0487288	2.9177978	-7.0000000	10.0000000
C51QUES	MANG MULTI-CULT DIVRSTY/CUR	475	7.3957895	1.8801605	2.0000000	10.0000000
R51QUES	MANG MULTI-CULT DIVRSTY/REQ	475	8.0736842	1.9629592	0	10.0000000
Q51DELTA	DELTA-MANAGE MULTI-CULT DIVERSITY	474	0.6814346	2.0162640	-9.0000000	7.0000000
C52QUES	PROM ETHICL PRAC IN OPS/CUR	474	8.3649789	1.5081587	3.0000000	10.0000000
R52QUES	PROM ETHICL PRAC IN OPS/REQ	474	9.0126582	1.4969433	0	10.0000000
Q52DELTA	DELTA-PROMOTE ETHICAL PRAC IN OPS	476	0.4621849	0.4990925	0	1.0000000
MANPOWER	MANPOWER/HUMAN RES NGMT	476	8.1785714	1.6401678	2.0000000	10.0000000
MANAGC	AGGREGATE--MANPOWER NGMT/HRM ISSUES/C	471	7.0987261	1.5426891	2.0000000	10.0000000
MANAGR	AGGREGATE--MANPOWER NGMT/HRM ISSUES/R	471	8.2441614	1.4399150	1.0000000	10.0000000
MANDELTA	AGGREGATE DELTA-- MANPOWER NGMT/HRM ISSU	470	1.1507092	1.6599133	-7.6666667	6.1666667

COMMUNICATIONS ISSUES MEANS AND DELTAS

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C53QUES	WRITING EFFECTIVELY/CUR	475	8.4452632	1.3234153	3.0000000	10.0000000
R53QUES	WRITING EFFECTIVELY/REQ	475	9.2273684	1.0140825	5.0000000	10.0000000
Q53DELTA	DELTA-WRITING EFFECTIVELY	474	0.7637131	1.3866899	-5.0000000	7.0000000
C54QUES	POS & NEG FEEDBACK/CUR	475	8.2063158	1.3899739	3.0000000	10.0000000
R54QUES	POS & NEG FEEDBACK/REQ	475	9.1768421	1.0938505	0	10.0000000
Q54DELTA	DELTA-POS & NEG FEEDBACK	474	0.9725738	1.5212682	-10.0000000	7.0000000
C55QUES	DELVR EFF ORAL PRES/CUR	475	8.0484211	1.4882708	3.0000000	10.0000000
R55QUES	DELVR EFF ORAL PRES/REQ	475	9.0778947	1.0870526	4.0000000	10.0000000
Q55DELTA	DELTA-DELV EFF ORAL PRESENTATION	474	1.0316456	1.6142372	-4.0000000	7.0000000
C56QUES	LISTENING EFFECTIVELY/CUR	475	8.2842105	1.4944564	1.0000000	10.0000000
R56QUES	LISTENING EFFECTIVELY/REQ	475	9.3557895	0.9534211	3.0000000	10.0000000
Q56DELTA	DELTA-LISTENING EFFECTIVELY	474	1.0738397	1.5890851	-4.0000000	9.0000000
C57QUES	BLD WORK & SUPRT RELTN/CUR	474	7.6244726	1.8444569	0	10.0000000
R57QUES	BLD WORK & SUPRT RELTN/REQ	474	8.8101266	1.3428311	0	10.0000000
Q57DELTA	DELTA-BUILD WORKING & SUPPORT RELAT	473	1.1881607	1.8204661	-4.0000000	9.0000000
C58QUES	REP ORGN TO EXTRNL GRP/CUR	475	7.6989474	1.9115182	0	10.0000000
R58QUES	REP ORGN TO EXTRNL GRP/REQ	475	8.6021053	1.6146729	0	10.0000000
Q58DELTA	DELTA-REPRESENT ORG TO EXTERNAL GRPS	474	0.9050633	1.7918820	-6.0000000	8.0000000
C59QUES	CLIMATE OF OPEN COMM/CUR	475	8.5936842	1.3077028	3.0000000	10.0000000
R59QUES	CLIMATE OF OPEN COMM/REQ	475	9.2736842	0.9877104	5.0000000	10.0000000
Q59DELTA	DELTA-CLIMATE OF OPEN COMMUNICATIONS	474	0.6814346	1.2242240	-4.0000000	5.0000000

C60QUES	CONDUCT MEETINGS EFF/CUR	474	8.0864979	1.4182841	4.0000000	10.0000000
R60QUES	CONDUCT MEETINGS EFF/REQ	475	9.0526316	1.1359899	2.0000000	10.0000000
Q60DELTA	DELTA-CONDUCT MEETINGS EFFECTIVELY	473	0.9682875	1.4932001	-7.0000000	6.0000000
COMH	COMMUNICATION	476	8.8067227	1.7995429	1.0000000	10.0000000
COMAGC	AGGREGATE--COMMUNICATIONS/C	473	8.1300211	1.1439991	4.7500000	10.0000000
COMAGR	AGGREGATE--COMMUNICATIONS/R	474	9.0725211	0.8928350	5.2500000	10.0000000
CONDELTA	AGGREGATE DELTA--COMMUNICATIONS	472	0.9435911	1.1638132	-3.7500000	5.0000000

APPENDIX H

DICTIONARY FOR MEANS TABLE VARIABLES

<u>VARIABLE</u>	<u>DEFINITION</u>
C1QUES	Question 1 - Current Skill
R1QUES	Question 1 - Required Skill
Q1DELTA	Question 1 - Delta (Required-Current)
C2QUES	Question 2 - Current Skill
R2QUES	Question 2 - Required Skill
Q2DELTA	Question 2 - Delta (Required-Current)
.	.
.	.
.	.
C60QUES	Question 60 - Current Skill
R60QUES	Question 60 - Required Skill
Q60DELTA	Question 60 - Delta (Required-Current)
FINMGMT	Financial Management
PROGRAM	Program, Planning, and Analysis
DECISION	Decision Making/Problem Solving
LEGAL	Legal Issues
ORGNBEH	Organizational Behavior
OPMGMT	Operations Management
MANPOWER	Manpower/Human Resources Management
COMM	Communications

APPENDIX I

MEANS FOR ALL GROUPS OF QUESTIONS BY DESIG 2 SPLIT OUT MSC AH, MSC HCA, RANK 1, POSIT 1, NONCHO 1, NONCHO 2

FINANCIAL MANAGEMENT MEANS AND DELTAS

DESIG2= /

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C1QUES	INTERP FINAN STATEMENTS/CUR	47	5.6382979	2.3352268	0	10.0000000
R1QUES	INTERP FINAN STATEMENTS/REQ	47	7.2765957	1.8615343	2.0000000	10.0000000
Q1DELTA	DELTA-INTERP FINAN STATEMENTS	47	1.6382979	2.4175583	-4.0000000	7.0000000
C2QUES	RECOG FUNDING SOURCES/CUR	47	5.7659574	2.6392750	1.0000000	10.0000000
R2QUES	RECOG FUNDING SOURCES/REQ	47	7.6808511	1.7706101	2.0000000	10.0000000
Q2DELTA	DELTA-RECOG FUNDING SOURCES	47	1.9148936	2.7012862	-5.0000000	8.0000000
C3QUES	EVAL OPER & CAP BUDGETS/CUR	47	5.7021277	2.6858315	0	10.0000000
R3QUES	EVAL OPER & CAP BUDGETS/REQ	47	7.1914894	2.3278867	0	10.0000000
Q3DELTA	DELTA-EVAL OPER & CAP BUDGETS	47	1.4893617	2.7256618	-3.0000000	7.0000000
C4QUES	RES NGMT ADV & DRMBK/CUR	46	5.3695652	2.4254090	0	10.0000000
R4QUES	RES NGMT ADV & DRMBK/REQ	46	7.5217391	2.2972363	0	10.0000000
Q4DELTA	DELTA-RESOURCE NGMT ADV & DRAWBK	46	2.1521739	2.1803913	-2.0000000	7.0000000
C5QUES	MAX BEN FROM REIMBR/CUR	45	5.0888889	2.7783434	0	10.0000000
R5QUES	MAX BEN FROM REIMBR/REQ	45	6.6000000	2.6319713	0	10.0000000
Q5DELTA	DELTA-MAX BEN FROM REIMBR	45	1.5111111	2.8334225	-5.0000000	7.0000000
C6QUES	WORK W/PROCUREMENT SYS/CUR	47	5.3829787	2.3915903	0	10.0000000
R6QUES	WORK W/PROCUREMENT SYS/REQ	47	6.9787234	1.8116694	3.0000000	10.0000000
Q6DELTA	DELTA-WORK W/PROCUREMENT SYSTEM	47	1.5957447	2.6015010	-5.0000000	8.0000000
C7QUES	COST-BENFT ANAL TECH/CUR	47	6.0638298	2.4263432	1.0000000	10.0000000
R7QUES	COST-BENFT ANAL TECH/REQ	47	7.3404255	2.1190297	0	10.0000000
Q7DELTA	DELTA-COST/BENEFIT ANAL TECH	47	1.2765957	2.6515142	-4.0000000	7.0000000
FINMGMT	FINANCIAL/RESOURCE NGMT	47	7.7872340	1.6541932	4.0000000	10.0000000
FINAGC	AGGREGATE--FINANCIAL/C	45	5.6126984	2.1591635	2.0000000	10.0000000
FINAGR	AGGREGATE--FINANCIAL/R	45	7.2285714	1.7600493	2.1428571	10.0000000
FINDELTA	AGGREGATE DELTA--FINANCIAL	45	1.6158730	2.2078504	-3.1428571	6.7142857

DESIG2=DC

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C1QUES	INTERP FINAN STATEMENTS/CUR	96	5.3333333	2.1553687	1.0000000	10.0000000
R1QUES	INTERP FINAN STATEMENTS/REQ	97	7.5567010	1.3382908	3.0000000	10.0000000
Q1DELTA	DELTA-INTERP FINAN STATEMENTS	96	2.2083333	2.1221472	-2.0000000	8.0000000
C2QUES	RECOG FUNDING SOURCES/CUR	97	5.4948454	2.3099590	0	10.0000000
R2QUES	RECOG FUNDING SOURCES/REQ	97	7.9381443	1.5056452	3.0000000	10.0000000
Q2DELTA	DELTA-RECOG FUNDING SOURCES	97	2.4432990	2.4578491	-4.0000000	8.0000000
C3QUES	EVAL OPER & CAP BUDGETS/CUR	97	5.1134021	2.3711648	0	9.0000000
R3QUES	EVAL OPER & CAP BUDGETS/REQ	97	7.2989691	2.0112442	0	10.0000000
Q3DELTA	DELTA-EVAL OPER & CAP BUDGETS	97	2.1855670	2.5262369	-4.0000000	8.0000000
C4QUES	RES NGMT ADV & DRMBK/CUR	95	3.5684211	2.4609833	0	10.0000000
R4QUES	RES NGMT ADV & DRMBK/REQ	95	5.9157895	2.9774441	0	10.0000000
Q4DELTA	DELTA-RESOURCE NGMT ADV & DRAWBK	95	2.3473684	2.8574964	-5.0000000	9.0000000
C5QUES	MAX BEN FROM REIMBR/CUR	93	2.3763441	2.3494402	0	8.0000000
R5QUES	MAX BEN FROM REIMBR/REQ	93	4.7526882	3.1125829	0	10.0000000
Q5DELTA	DELTA-MAX BEN FROM REIMBR	93	2.3763441	2.9485220	-2.0000000	10.0000000
C6QUES	WORK W/PROCUREMENT SYS/CUR	97	3.5979381	2.2668802	0	9.0000000
R6QUES	WORK W/PROCUREMENT SYS/REQ	97	6.0206186	2.4366104	0	10.0000000
Q6DELTA	DELTA-WORK W/PROCUREMENT SYSTEM	97	2.4226804	2.6686258	-3.0000000	9.0000000
C7QUES	COST-BENFT ANAL TECH/CUR	97	4.4742268	2.4878571	0	9.0000000
R7QUES	COST-BENFT ANAL TECH/REQ	97	6.5567010	2.2452221	1.0000000	10.0000000
Q7DELTA	DELTA-COST/BENEFIT ANAL TECH	97	2.0824742	2.4902732	-3.0000000	7.0000000
FINMGMT	FINANCIAL/RESOURCE NGMT	97	7.7525773	1.5002148	3.0000000	10.0000000
FINAGC	AGGREGATE--FINANCIAL/C	92	4.2857143	1.8159296	0.1428571	8.0000000

FINAGR	AGGREGATE--FINANCIAL/R	93	6.5806452	1.7872424	1.5714286	9.7142857
FINDELTA	AGGREGATE DELTA--FINANCIAL	92	2.2779503	2.1837916	-2.1428571	8.0000000

FINANCIAL MANAGEMENT MEANS AND DELTAS

DESIG2=MC

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C1QUES	INTERP FINAN STATEMNTS/CUR	153	4.6797386	2.4779384	0	10.0000000
R1QUES	INTERP FINAN STATEMNTS/REQ	153	7.2745098	1.9709579	0	10.0000000
Q1DELTA	DELTA-INTERP FINAN STATEMNTS	152	2.5986842	2.5142241	-5.0000000	8.0000000
C2QUES	RECOG FUNDNG SOURCES/CUR	153	5.2352941	2.5359642	0	10.0000000
R2QUES	RECOG FUNDNG SOURCES/REQ	154	7.8831169	1.8539767	0	10.0000000
Q2DELTA	DELTA-RECOG FUNDING SOURCES	153	2.6732026	2.5849516	-5.0000000	9.0000000
C3QUES	EVAL OPER & CAP BUDGETS/CUR	153	4.9738562	2.5467929	0	10.0000000
R3QUES	EVAL OPER & CAP BUDGETS/REQ	153	7.6601307	2.0234266	0	10.0000000
Q3DELTA	DELTA-EVAL OPER & CAP BUDGETS	152	2.6776316	2.5903590	-6.0000000	10.0000000
C4QUES	RES NGMT ADV & DRMBK/CUR	153	5.4901961	2.4658660	0	10.0000000
R4QUES	RES NGMT ADV & DRMBK/REQ	153	7.8431373	2.4009802	0	10.0000000
Q4DELTA	DELTA-RESOURCE NGMT ADV & DRAWBACKS	152	2.3684211	2.6834894	-7.0000000	8.0000000
C5QUES	MAX BEN FROM REIMBR/CUR	153	4.7189542	2.7204332	0	10.0000000
R5QUES	MAX BEN FROM REIMBR/REQ	153	7.2745098	2.6710812	0	10.0000000
Q5DELTA	DELTA-MAX BEN FROM REIMBR	152	2.5592105	3.0181209	-6.0000000	10.0000000
C6QUES	WORK W/PROCUREMENT SYS/CUR	153	4.2091503	2.4296783	0	10.0000000
R6QUES	WORK W/PROCUREMENT SYS/REQ	154	7.0194805	2.3050691	0	10.0000000
Q6DELTA	DELTA-WORK W/PROCUREMENT SYSTEM	153	2.8366013	2.8779047	-4.0000000	10.0000000
C7QUES	COST-BENFT ANAL TECH/CUR	153	5.2941176	2.6825026	0	10.0000000
R7QUES	COST-BENFT ANAL TECH/REQ	154	7.4740260	2.2671224	0	10.0000000
Q7DELTA	DELTA-COST/BENEFIT ANAL TECH	153	2.2026144	2.9477009	-9.0000000	10.0000000
FINMGMT	FINANCIAL/RESOURCE NGMT	154	7.8311688	1.7961658	1.0000000	10.0000000
FINAGC	AGGREGATE--FINANCIAL/C	153	4.9430439	2.1619041	0.4285714	9.5714286
FINAGR	AGGREGATE--FINANCIAL/R	152	7.4953008	1.8270924	0	10.0000000
FINDELTA	AGGREGATE DELTA--FINANCIAL	151	2.5629139	2.3466422	-4.5714286	7.8571429

DESIG2=MSC_AH

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C1QUES	INTERP FINAN STATEMNTS/CUR	30	4.7000000	2.7436447	0	9.0000000
R1QUES	INTERP FINAN STATEMNTS/REQ	29	6.6896552	2.2536232	2.0000000	10.0000000
Q1DELTA	DELTA-INTERP FINAN STATEMNTS	29	1.8620690	2.0654321	-3.0000000	8.0000000
C2QUES	RECOG FUNDNG SOURCES/CUR	30	5.8000000	2.7342023	0	10.0000000
R2QUES	RECOG FUNDNG SOURCES/REQ	29	8.1379310	1.5974117	4.0000000	10.0000000
Q2DELTA	DELTA-RECOG FUNDING SOURCES	29	2.1724138	2.5921443	-3.0000000	8.0000000
C3QUES	EVAL OPER & CAP BUDGETS/CUR	30	5.0666667	2.7784061	0	10.0000000
R3QUES	EVAL OPER & CAP BUDGETS/REQ	29	6.8965517	2.4834427	0	10.0000000
Q3DELTA	DELTA-EVAL OPER & CAP BUDGETS	29	1.6551724	2.3945751	-2.0000000	9.0000000
C4QUES	RES NGMT ADV & DRMBK/CUR	30	3.3333333	2.8567323	0	10.0000000
R4QUES	RES NGMT ADV & DRMBK/REQ	29	5.7586207	3.7095935	0	10.0000000
Q4DELTA	DELTA-RESOURCE NGMT ADV & DRAWBACKS	29	2.3793103	3.4477093	-2.0000000	10.0000000
C5QUES	MAX BEN FROM REIMBR/CUR	30	2.6666667	2.7833660	0	10.0000000
R5QUES	MAX BEN FROM REIMBR/REQ	29	5.0689655	3.8907494	0	10.0000000
Q5DELTA	DELTA-MAX BEN FROM REIMBR	29	2.3103448	3.6065758	-5.0000000	10.0000000
C6QUES	WORK W/PROCUREMENT SYS/CUR	30	4.3000000	2.4934397	0	10.0000000
R6QUES	WORK W/PROCUREMENT SYS/REQ	29	6.4482759	2.3991994	0	10.0000000
Q6DELTA	DELTA-WORK W/PROCUREMENT SYSTEM	29	2.2068966	2.9926017	-3.0000000	10.0000000
C7QUES	COST-BENFT ANAL TECH/CUR	30	5.2666667	2.5452232	1.0000000	10.0000000
R7QUES	COST-BENFT ANAL TECH/REQ	29	6.8965517	2.2574453	1.0000000	10.0000000
Q7DELTA	DELTA-COST/BENEFIT ANAL TECH	29	1.6551724	2.9432230	-8.0000000	9.0000000
FINMGMT	FINANCIAL/RESOURCE NGMT	30	7.4000000	2.4438522	2.0000000	10.0000000
FINAGC	AGGREGATE--FINANCIAL/C	30	4.4476190	2.2232010	0.2857143	9.8571429
FINAGR	AGGREGATE--FINANCIAL/R	29	6.5566502	2.1797320	2.4285714	9.7142857
FINDELTA	AGGREGATE DELTA--FINANCIAL	29	2.0344828	2.3719864	-2.0000000	8.2857143

FINANCIAL MANAGEMENT MEANS AND DELTAS

DESIG2=MSC_MCA

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C1QUES	INTERP FINAN STATEMNTS/CUR	93	6.8924731	2.1541788	2.0000000	10.0000000
R1QUES	INTERP FINAN STATEMNTS/REQ	93	7.4193548	1.6702159	4.0000000	10.0000000
Q1DELTA	DELTA-INTERP FINAN STATEMNTS	93	0.5268817	2.2678825	-5.0000000	6.0000000
C2QUES	RECOG FUNDNG SOURCES/CUR	93	7.2258065	2.2800125	2.0000000	10.0000000
R2QUES	RECOG FUNDNG SOURCES/REQ	93	8.0215054	1.6082565	3.0000000	10.0000000
Q2DELTA	DELTA-RECOG FUNDING SOURCES	93	0.7956989	2.1343930	-4.0000000	6.0000000
C3QUES	EVAL OPER & CAP BUDGETS/CUR	93	7.1397849	2.2486295	1.0000000	10.0000000
R3QUES	EVAL OPER & CAP BUDGETS/REQ	93	7.6989247	1.6667134	3.0000000	10.0000000
Q3DELTA	DELTA-EVAL OPER & CAP BUDGETS	93	0.5591398	2.2236983	-5.0000000	8.0000000
C4QUES	RES MGMT ADV & DRMBK/CUR	93	6.5806452	2.1984312	2.0000000	10.0000000
R4QUES	RES MGMT ADV & DRMBK/REQ	93	7.8817204	1.9384522	0	10.0000000
Q4DELTA	DELTA-RESOURCE MGMT ADV & DRAWBACKS	93	1.3010753	2.5099149	-10.0000000	6.0000000
C5QUES	MAX BEN FROM REIMBR/CUR	93	6.5698925	2.3792484	1.0000000	10.0000000
R5QUES	MAX BEN FROM REIMBR/REQ	93	7.4731183	2.2582766	0	10.0000000
Q5DELTA	DELTA-MAX BEN FROM REIMBR	93	0.9032258	2.6583115	-10.0000000	7.0000000
C6QUES	WORK W/PROCUREMENT SYS/CUR	93	6.3225806	2.2075035	0	10.0000000
R6QUES	WORK W/PROCUREMENT SYS/REQ	93	6.7956989	1.6782440	2.0000000	10.0000000
Q6DELTA	DELTA-WORK W/PROCUREMENT SYSTEM	93	0.4731183	2.4741771	-7.0000000	7.0000000
C7QUES	COST-BENFT ANAL TECH/CUR	93	7.1935484	2.1430274	1.0000000	10.0000000
R7QUES	COST-BENFT ANAL TECH/REQ	93	7.8709677	1.8191362	1.0000000	10.0000000
Q7DELTA	DELTA-COST/BENEFIT ANAL TECH	93	0.6774194	2.0224893	-7.0000000	6.0000000
FINMGMT	FINANCIAL/RESOURCE MGMT	93	7.9677419	1.5495554	3.0000000	10.0000000
FINAGC	AGGREGATE--FINANCIAL/C	93	6.8463902	1.8639670	2.0000000	10.0000000
FINAGR	AGGREGATE--FINANCIAL/R	93	7.5944700	1.2893823	2.4285714	9.8571429
FINDELTA	AGGREGATE DELTA--FINANCIAL	93	0.7480799	1.8663648	-5.5714286	4.8571429

----- DESIG2=NC -----

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C1QUES	INTERP FINAN STATEMNTS/CUR	50	4.2200000	2.2793662	1.0000000	9.0000000
R1QUES	INTERP FINAN STATEMNTS/REQ	50	7.8600000	2.1760290	2.0000000	10.0000000
Q1DELTA	DELTA-INTERP FINAN STATEMNTS	50	3.6400000	2.5932408	-3.0000000	8.0000000
C2QUES	RECOG FUNDNG SOURCES/CUR	50	4.6800000	2.7437499	0	10.0000000
R2QUES	RECOG FUNDNG SOURCES/REQ	50	8.0800000	2.0287726	2.0000000	10.0000000
Q2DELTA	DELTA-RECOG FUNDING SOURCES	50	3.4000000	2.7105237	-2.0000000	10.0000000
C3QUES	EVAL OPER & CAP BUDGETS/CUR	50	4.7000000	2.9571774	0	10.0000000
R3QUES	EVAL OPER & CAP BUDGETS/REQ	50	8.3000000	2.2879453	0	10.0000000
Q3DELTA	DELTA-EVAL OPER & CAP BUDGETS	50	3.6000000	3.0505938	-3.0000000	10.0000000
C4QUES	RES MGMT ADV & DRMBK/CUR	50	4.6800000	2.2717430	0	10.0000000
R4QUES	RES MGMT ADV & DRMBK/REQ	50	8.1800000	2.0867903	1.0000000	10.0000000
Q4DELTA	DELTA-RESOURCE MGMT ADV & DRAWBACKS	50	3.5000000	2.4180444	-1.0000000	10.0000000
C5QUES	MAX BEN FROM REIMBR/CUR	50	3.9600000	2.6646591	0	10.0000000
R5QUES	MAX BEN FROM REIMBR/REQ	50	7.4400000	2.6966343	0	10.0000000
Q5DELTA	DELTA-MAX BEN FROM REIMBR	50	3.4800000	3.0320734	-2.0000000	10.0000000
C6QUES	WORK W/PROCUREMENT SYS/CUR	50	3.6000000	2.6108096	0	10.0000000
R6QUES	WORK W/PROCUREMENT SYS/REQ	50	6.7200000	2.8069884	0	10.0000000
Q6DELTA	DELTA-WORK W/PROCUREMENT SYSTEM	50	3.1200000	2.6622072	-3.0000000	10.0000000
C7QUES	COST-BENFT ANAL TECH/CUR	50	4.9000000	2.7866299	0	10.0000000
R7QUES	COST-BENFT ANAL TECH/REQ	50	8.1600000	2.1604988	2.0000000	10.0000000
Q7DELTA	DELTA-COST/BENEFIT ANAL TECH	50	3.2600000	2.6404236	-2.0000000	10.0000000
FINMGMT	FINANCIAL/RESOURCE MGMT	50	8.9000000	1.2975644	4.0000000	10.0000000
FINAGC	AGGREGATE--FINANCIAL/C	50	4.3914286	2.1591817	0.1428571	8.0000000
FINAGR	AGGREGATE--FINANCIAL/R	50	7.8200000	2.0383271	2.0000000	10.0000000
FINDELTA	AGGREGATE DELTA--FINANCIAL	50	3.4285714	2.2920830	-1.7142857	9.5714286

FINANCIAL MANAGEMENT MEANS AND DELTAS

----- DESIG2=OTHER -----

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C1QUES	INTERP FINAN STATEMNTS/CUR	5	6.2000000	1.7888544	4.0000000	8.0000000
R1QUES	INTERP FINAN STATEMNTS/REQ	5	7.6000000	2.1908902	4.0000000	10.0000000
Q1DELTA	DELTA-INTERP FINAN STATEMNTS	5	1.4000000	1.3416408	0	3.0000000
C2QUES	RECOG FUNDNG SOURCES/CUR	5	7.2000000	1.6431677	5.0000000	9.0000000

R2QUES	RECOG FUNDNG SOURCES/REQ	5	8.4000000	0.5477226	8.0000000	9.0000000
Q2DELTA	DELTA-RECOG FUNDING SOURCES	5	1.2000000	1.3038405	0	3.0000000
C3QUES	EVAL OPER & CAP BUDGETS/CUR	5	6.4000000	2.8809721	2.0000000	9.0000000
R3QUES	EVAL OPER & CAP BUDGETS/REQ	5	8.2000000	1.4832397	6.0000000	10.0000000
Q3DELTA	DELTA-EVAL OPER & CAP BUDGETS	5	1.8000000	1.7888544	0	4.0000000
C4QUES	RES MGMT ADV & DRMBK/CUR	5	4.6000000	1.3416408	3.0000000	6.0000000
R4QUES	RES MGMT ADV & DRMBK/REQ	5	7.6000000	1.1401754	6.0000000	9.0000000
Q4DELTA	DELTA-RESOURCE MGMT ADV & DRMBACKS	5	3.0000000	1.5811388	1.0000000	5.0000000
C5QUES	MAX BEN FROM REIMBR/CUR	5	2.4000000	1.8165902	0	4.0000000
R5QUES	MAX BEN FROM REIMBR/REQ	5	4.4000000	3.0495901	0	8.0000000
Q5DELTA	DELTA-MAX BEN FROM REIMBR	5	2.0000000	1.4142136	0	4.0000000
C6QUES	WORK W/PROCUREMENT SYS/CUR	4	5.5000000	3.6968455	0	8.0000000
R6QUES	WORK W/PROCUREMENT SYS/REQ	5	6.6000000	3.9115214	0	10.0000000
Q6DELTA	DELTA-WORK W/PROCUREMENT SYSTEM	4	1.0000000	1.1547005	0	2.0000000
C7QUES	COST-BENFT ANAL TECH/CUR	5	5.8000000	3.4928498	0	9.0000000
R7QUES	COST-BENFT ANAL TECH/REQ	5	6.8000000	4.1472883	0	10.0000000
Q7DELTA	DELTA-COST/BENEFIT ANAL TECH	5	1.0000000	1.0000000	0	2.0000000
FINMGMT	FINANCIAL/RESOURCE MGMT	5	8.6000000	0.8944272	8.0000000	10.0000000
FINAGC	AGGREGATE--FINANCIAL/C	4	5.5000000	2.1555182	2.2857143	6.8571429
FINAGR	AGGREGATE--FINANCIAL/R	5	7.0857143	1.9836063	3.7142857	8.8571429
FINDELTA	AGGREGATE DELTA--FINANCIAL	4	1.4285714	0.6172134	0.8571429	2.2857143

PROGRAM PLANNING AND EVALUATION MEANS AND DELTAS

DESIG2= /

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C8QUES	MANNG PLANNING PROCS/CUR	47	6.1276596	1.9849107	2.0000000	10.0000000
R8QUES	MANNG PLANNING PROCS/REQ	47	7.4680851	1.8039939	3.0000000	10.0000000
Q8DELTA	DELTA-MANAGING PLANNING PROCS	47	1.3404255	2.1797147	-2.0000000	7.0000000
C9QUES	METHDS EVAL PROGRAMS/CUR	47	6.5957447	1.8137108	2.0000000	10.0000000
R9QUES	METHDS EVAL PROGRAMS/REQ	47	7.7234043	1.5562235	4.0000000	10.0000000
Q9DELTA	DELTA-METHDS EVAL PROGRAMS	47	1.1276596	1.7768685	-2.0000000	5.0000000
C10QUES	EVAL & APPL MARKET ANAL/CUR	47	6.1276596	1.8952690	3.0000000	10.0000000
R10QUES	EVAL & APPL MARKET ANAL/REQ	47	7.4255319	2.1238263	0	10.0000000
Q10DELTA	DELTA-EVAL & APPL MARKET ANALYSIS	47	1.2978723	2.2058706	-3.0000000	5.0000000
C11QUES	EMP IMPROV PRIN & MTHD/CUR	47	7.3829787	1.7389801	3.0000000	10.0000000
R11QUES	EMP IMPROV PRIN & MTHD/REQ	47	8.2765957	1.7156838	3.0000000	10.0000000
Q11DELTA	DELTA-EMP IMPROV PRIN & MTHD	47	0.8936170	2.1592475	-6.0000000	6.0000000
C12QUES	DEPT & FUNC NIL FAC/CUR	45	8.3777778	1.6554166	2.0000000	10.0000000
R12QUES	DEPT & FUNC NIL FAC/REQ	45	8.5333333	1.9259000	2.0000000	10.0000000
Q12DELTA	DELTA-DEPT & FUNC NIL FAC	45	0.1555556	1.6645441	-6.0000000	4.0000000
PROGRAM	PROGRAM PLANNING & EVAL	47	8.0851064	1.3804503	4.0000000	10.0000000
PPEAGC	AGGREGATE--PROGRAM PLAN & EVAL/C	45	7.0044444	1.4254115	4.0000000	9.4000000
PPEAGR	AGGREGATE--PROGRAM PLAN & EVAL/R	45	7.9600000	1.3427245	4.0000000	10.0000000
PPEDELTA	AGGREGATE DELTA--PROGRAM PLAN & EVAL	45	0.9555556	1.6623581	-2.2000000	4.4000000

DESIG2=0C

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C8QUES	MANNG PLANNING PROCS/CUR	97	4.7319588	2.5475293	0	10.0000000
R8QUES	MANNG PLANNING PROCS/REQ	97	7.0927835	2.0365538	0	10.0000000
Q8DELTA	DELTA-MANAGING PLANNING PROCS	97	2.3608247	2.4714434	-5.0000000	9.0000000
C9QUES	METHDS EVAL PROGRAMS/CUR	97	5.5257732	2.4199379	0	10.0000000
R9QUES	METHDS EVAL PROGRAMS/REQ	97	7.4742268	1.7445915	3.0000000	10.0000000
Q9DELTA	DELTA-METHDS EVAL PROGRAMS	97	1.9484536	2.2701465	-4.0000000	7.0000000
C10QUES	EVAL & APPL MARKET ANAL/CUR	97	4.5463918	2.4749605	0	10.0000000
R10QUES	EVAL & APPL MARKET ANAL/REQ	97	6.9072165	2.3052588	0	10.0000000
Q10DELTA	DELTA-EVAL & APPL MARKET ANALYSIS	97	2.3608247	2.4545263	-3.0000000	10.0000000
C11QUES	EMP IMPROV PRIN & MTHD/CUR	97	6.9690722	2.0179074	1.0000000	10.0000000
R11QUES	EMP IMPROV PRIN & MTHD/REQ	97	8.5051546	1.5077834	4.0000000	10.0000000
Q11DELTA	DELTA-EMP IMPROV PRIN & MTHD	97	1.5360825	2.0466530	-5.0000000	7.0000000
C12QUES	DEPT & FUNC NIL FAC/CUR	97	6.9173258	2.3877731	0	10.0000000
R12QUES	DEPT & FUNC NIL FAC/REQ	97	7.9896907	1.8846687	0	10.0000000
Q12DELTA	DELTA-DEPT & FUNC NIL FAC	97	1.0721649	1.9750919	-3.0000000	7.0000000
PROGRAM	PROGRAM PLANNING & EVAL	97	7.4536082	1.7201055	2.0000000	10.0000000
PPEAGC	AGGREGATE--PROGRAM PLAN & EVAL/C	97	5.7381443	2.0119147	1.0000000	9.6000000

PPEAGR	AGGREGATE--PROGRAM PLAN & EVAL/R	97	7.5938144	1.5284670	3.4000000	10.0000000
PPDELTA	AGGREGATE DELTA--PROGRAM PLAN & EVAL	97	1.8556701	1.9344987	-3.4000000	7.4000000

PROGRAM PLANNING AND EVALUATION MEANS AND DELTAS

DESIG2=MC

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
CBQUES	MANNG PLANNING PROCS/CUR	153	5.1960784	2.4710397	0	10.0000000
RBQUES	MANNG PLANNING PROCS/REQ	154	7.7272727	1.7942272	0	10.0000000
QBDELTA	DELTA-MANAGING PLANNING PROCS	153	2.5620915	2.4382642	-4.0000000	9.0000000
C9QUES	METHDS EVAL PROGRAMS/CUR	153	5.3921569	2.3176533	0	10.0000000
R9QUES	METHDS EVAL PROGRAMS/REQ	154	7.7597403	1.7454149	0	10.0000000
Q9DELTA	DELTA-METHDS EVAL PROGRAMS	153	2.3921569	2.3148130	-4.0000000	8.0000000
C10QUES	EVAL & APPL MARKET ANAL/CUR	153	4.9281046	2.5780056	0	10.0000000
R10QUES	EVAL & APPL MARKET ANAL/REQ	152	7.5328947	1.9151462	0	10.0000000
Q10DELTA	DELTA-EVAL & APPL MARKET ANALYSIS	151	2.5894040	2.5252631	-6.0000000	9.0000000
C11QUES	EMP IMPROV PRIN & MTHD/CUR	153	7.0718954	1.9571212	1.0000000	10.0000000
R11QUES	EMP IMPROV PRIN & MTHD/REQ	154	8.2077922	1.5325459	2.0000000	10.0000000
Q11DELTA	DELTA-EMP IMPROV PRIN & MTHD	153	1.1633987	1.9650148	-5.0000000	7.0000000
C12QUES	DEPT & FUNC MIL FAC/CUR	153	7.3202614	1.9922666	2.0000000	10.0000000
R12QUES	DEPT & FUNC MIL FAC/REQ	154	8.3636364	1.6242371	1.0000000	10.0000000
Q12DELTA	DELTA-DEPT & FUNC MIL FAC	153	1.0653595	1.9690807	-7.0000000	6.0000000
PROGRAM	PROGRAM PLANNING & EVAL	154	7.8831169	1.4860926	2.0000000	10.0000000
PPEAGC	AGGREGATE--PROGRAM PLAN & EVAL/C	153	5.9816993	1.9249552	1.2000000	10.0000000
PPEAGR	AGGREGATE--PROGRAM PLAN & EVAL/R	152	7.9210526	1.4655710	1.0000000	10.0000000
PPDELTA	AGGREGATE DELTA--PROGRAM PLAN & EVAL	151	1.9642384	1.8951286	-4.8000000	6.6000000

DESIG2=MSC_AH

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
CBQUES	MANNG PLANNING PROCS/CUR	30	5.5666667	2.5553640	0	9.0000000
RBQUES	MANNG PLANNING PROCS/REQ	29	7.1724138	1.9099171	1.0000000	10.0000000
QBDELTA	DELTA-MANAGING PLANNING PROCS	29	1.7241379	2.1859380	-4.0000000	7.0000000
C9QUES	METHDS EVAL PROGRAMS/CUR	30	6.1666667	2.5063139	0	10.0000000
R9QUES	METHDS EVAL PROGRAMS/REQ	29	7.5517241	1.5943249	4.0000000	10.0000000
Q9DELTA	DELTA-METHDS EVAL PROGRAMS	29	1.5172414	2.6406261	-6.0000000	7.0000000
C10QUES	EVAL & APPL MARKET ANAL/CUR	30	4.9000000	2.6568065	0	9.0000000
R10QUES	EVAL & APPL MARKET ANAL/REQ	29	7.1034483	2.2888679	0	10.0000000
Q10DELTA	DELTA-EVAL & APPL MARKET ANALYSIS	29	2.3448276	2.3796137	-2.0000000	8.0000000
C11QUES	EMP IMPROV PRIN & MTHD/CUR	30	7.1666667	1.8769626	1.0000000	10.0000000
R11QUES	EMP IMPROV PRIN & MTHD/REQ	29	8.5862069	1.5701966	5.0000000	10.0000000
Q11DELTA	DELTA-EMP IMPROV PRIN & MTHD	29	1.5172414	2.3241080	-3.0000000	9.0000000
C12QUES	DEPT & FUNC MIL FAC/CUR	30	6.0666667	2.9117282	0	10.0000000
R12QUES	DEPT & FUNC MIL FAC/REQ	29	7.4137931	2.8349508	0	10.0000000
Q12DELTA	DELTA-DEPT & FUNC MIL FAC	29	1.4827586	2.6406261	-3.0000000	10.0000000
PROGRAM	PROGRAM PLANNING & EVAL	30	8.1000000	1.2689936	6.0000000	10.0000000
PPEAGC	AGGREGATE--PROGRAM PLAN & EVAL/C	30	5.9733333	2.0176691	1.4000000	9.6000000
PPEAGR	AGGREGATE--PROGRAM PLAN & EVAL/R	29	7.5655172	1.6665353	4.2000000	10.0000000
PPDELTA	AGGREGATE DELTA--PROGRAM PLAN & EVAL	29	1.7172414	1.9989406	-2.2000000	6.2000000

PROGRAM PLANNING AND EVALUATION MEANS AND DELTAS

DESIG2=MSC_HCA

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
CBQUES	MANNG PLANNING PROCS/CUR	93	6.7096774	1.9256882	3.0000000	10.0000000
RBQUES	MANNG PLANNING PROCS/REQ	93	7.7741935	1.6754560	3.0000000	10.0000000
QBDELTA	DELTA-MANAGING PLANNING PROCS	93	1.0645161	2.0366557	-4.0000000	5.0000000
C9QUES	METHDS EVAL PROGRAMS/CUR	93	7.1935484	1.7585695	4.0000000	10.0000000
R9QUES	METHDS EVAL PROGRAMS/REQ	93	8.0860215	1.3323395	4.0000000	10.0000000
Q9DELTA	DELTA-METHDS EVAL PROGRAMS	93	0.8924731	1.6776171	-4.0000000	5.0000000
C10QUES	EVAL & APPL MARKET ANAL/CUR	93	6.5268817	2.0725504	2.0000000	10.0000000
R10QUES	EVAL & APPL MARKET ANAL/REQ	93	7.6129032	1.6354248	3.0000000	10.0000000
Q10DELTA	DELTA-EVAL & APPL MARKET ANALYSIS	93	1.0860215	2.0411842	-2.0000000	7.0000000

C11QUES	EMP IMPROV PRIN & MTHD/CUR	93	7.666667	1.5416911	4.000000	10.000000
R11QUES	EMP IMPROV PRIN & MTHD/REQ	93	8.7634409	1.2282707	5.000000	10.000000
Q11DELTA	DELTA-EMP IMPROV PRIN & MTHD	93	1.0967742	1.4451156	-2.000000	4.000000
C12QUES	DEPT & FUNC MIL FAC/CUR	93	8.5161290	1.4492345	3.000000	10.000000
R12QUES	DEPT & FUNC MIL FAC/REQ	93	8.6344086	1.7244088	0	10.000000
Q12DELTA	DELTA-DEPT & FUNC MIL FAC	93	0.1182796	1.8582920	-10.000000	4.000000
PROGRAM	PROGRAM PLANNING & EVAL	93	7.8817204	1.5382759	2.000000	10.000000
PPEAGC	AGGREGATE--PROGRAM PLAN & EVAL/C	93	7.3225806	1.4494473	4.000000	10.000000
PPEAGR	AGGREGATE--PROGRAM PLAN & EVAL/R	93	8.1741935	1.1417857	5.000000	10.000000
PPDELTA	AGGREGATE DELTA--PROGRAM PLAN & EVAL	93	0.8516129	1.3999699	-3.200000	4.000000

----- DESIG2=NC -----

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C8QUES	MANGNG PLANNING PROCS/CUR	50	5.960000	2.6260858	0	10.000000
R8QUES	MANGNG PLANNING PROCS/REQ	50	8.700000	1.7756861	3.000000	10.000000
Q8DELTA	DELTA-MANAGING PLANNING PROCS	50	2.740000	2.2660764	-3.000000	8.000000
C9QUES	METHDS EVAL PROGRAMS/CUR	50	6.200000	2.3386722	1.000000	10.000000
R9QUES	METHDS EVAL PROGRAMS/REQ	50	8.800000	1.5649216	4.000000	10.000000
Q9DELTA	DELTA-METHDS EVAL PROGRAMS	50	2.600000	2.2038927	-2.000000	9.000000
C10QUES	EVAL & APPL MARKET ANAL/CUR	50	4.880000	2.7377929	0	10.000000
R10QUES	EVAL & APPL MARKET ANAL/REQ	50	8.380000	1.4831021	4.000000	10.000000
Q10DELTA	DELTA-EVAL & APPL MARKET ANALYSIS	50	3.500000	2.6205623	-2.000000	9.000000
C11QUES	EMP IMPROV PRIN & MTHD/CUR	50	7.160000	2.0737425	1.000000	10.000000
R11QUES	EMP IMPROV PRIN & MTHD/REQ	50	9.100000	1.4880476	4.000000	10.000000
Q11DELTA	DELTA-EMP IMPROV PRIN & MTHD	50	1.940000	1.6710012	-1.000000	7.000000
C12QUES	DEPT & FUNC MIL FAC/CUR	49	8.2448980	1.8988002	1.000000	10.000000
R12QUES	DEPT & FUNC MIL FAC/REQ	50	9.420000	1.0707617	6.000000	10.000000
Q12DELTA	DELTA-DEPT & FUNC MIL FAC	49	1.1836735	1.6415626	-2.000000	5.000000
PROGRAM	PROGRAM PLANNING & EVAL	50	8.580000	1.5130723	2.000000	10.000000
PPEAGC	AGGREGATE--PROGRAM PLAN & EVAL/C	49	6.4734694	1.9632855	1.400000	9.600000
PPEAGR	AGGREGATE--PROGRAM PLAN & EVAL/R	50	8.880000	1.2440881	4.400000	10.000000
PPDELTA	AGGREGATE DELTA--PROGRAM PLAN & EVAL	49	2.3918367	1.6837256	-0.800000	6.800000

PROGRAM PLANNING AND EVALUATION MEANS AND DELTAS

----- DESIG2=OTHER -----

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C8QUES	MANGNG PLANNING PROCS/CUR	5	5.200000	3.1144823	0	8.000000
R8QUES	MANGNG PLANNING PROCS/REQ	5	8.200000	1.9235384	5.000000	10.000000
Q8DELTA	DELTA-MANAGING PLANNING PROCS	5	3.000000	1.8708287	1.000000	5.000000
C9QUES	METHDS EVAL PROGRAMS/CUR	5	5.600000	1.8165902	3.000000	8.000000
R9QUES	METHDS EVAL PROGRAMS/REQ	5	8.800000	1.0954451	8.000000	10.000000
Q9DELTA	DELTA-METHDS EVAL PROGRAMS	5	3.200000	1.6431677	2.000000	5.000000
C10QUES	EVAL & APPL MARKET ANAL/CUR	5	4.600000	3.1304952	0	8.000000
R10QUES	EVAL & APPL MARKET ANAL/REQ	5	8.000000	2.3452079	4.000000	10.000000
Q10DELTA	DELTA-EVAL & APPL MARKET ANALYSIS	5	3.400000	2.3021729	1.000000	7.000000
C11QUES	EMP IMPROV PRIN & MTHD/CUR	5	6.800000	2.3874673	4.000000	10.000000
R11QUES	EMP IMPROV PRIN & MTHD/REQ	5	8.200000	1.0954451	7.000000	10.000000
Q11DELTA	DELTA-EMP IMPROV PRIN & MTHD	5	1.400000	1.5165751	0	3.000000
C12QUES	DEPT & FUNC MIL FAC/CUR	5	6.200000	1.9235384	4.000000	9.000000
R12QUES	DEPT & FUNC MIL FAC/REQ	5	8.200000	1.4832397	6.000000	10.000000
Q12DELTA	DELTA-DEPT & FUNC MIL FAC	5	2.000000	1.4142136	1.000000	4.000000
PROGRAM	PROGRAM PLANNING & EVAL	5	8.200000	2.0493902	5.000000	10.000000
PPEAGC	AGGREGATE--PROGRAM PLAN & EVAL/C	5	5.680000	2.1428952	2.400000	8.400000
PPEAGR	AGGREGATE--PROGRAM PLAN & EVAL/R	5	8.280000	1.2132601	6.600000	9.600000
PPDELTA	AGGREGATE DELTA--PROGRAM PLAN & EVAL	5	2.600000	1.2806248	1.200000	4.200000

DECISION MAKING MEANS AND DELTAS

----- DESIG2= / -----

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C13QUES	ASSESS AVAIL INFO/CUR	47	7.6595745	1.6188643	2.000000	10.000000

R13QUES	ASSESS AVAIL INFO/REQ	47	8.6808511	1.1441037	5.0000000	10.0000000
Q13DELTA	DELTA-ASSESS AVAIL INFO	47	1.0212766	1.3103163	-1.0000000	6.0000000
C14QUES	INCLD OTHR DECSN MAKNG/CUR	47	8.1276596	1.3612178	5.0000000	10.0000000
R14QUES	INCLD OTHR DECSN MAKNG/REQ	47	8.6595745	1.2384527	6.0000000	10.0000000
Q14DELTA	DELTA-INCL OTHER DECSN MAKING	47	0.5319149	1.4573810	-3.0000000	4.0000000
C15QUES	DECISN MAKNG TECH/CUR	47	7.2765957	1.7532842	3.0000000	10.0000000
R15QUES	DECISN MAKNG TECH/REQ	47	8.3829787	1.3917957	5.0000000	10.0000000
Q15DELTA	DELTA-DECISN MAKING TECHNIQUES	47	1.1063830	1.9023332	-4.0000000	7.0000000
C16QUES	USE MGMT INFO SYS TECH/CUR	46	6.2391304	1.8279896	2.0000000	10.0000000
R16QUES	USE MGMT INFO SYS TECH/REQ	46	7.8695652	1.6813843	2.0000000	10.0000000
Q16DELTA	DELTA-USE MGMT INFOR SYSTEM TECH	46	1.6304348	1.9477474	-3.0000000	6.0000000
C17QUES	STAT TOOLS IN DECISIONS/CUR	47	5.6808511	2.1172827	0	10.0000000
R17QUES	STAT TOOLS IN DECISIONS/REQ	47	6.7872340	2.0740233	0	10.0000000
Q17DELTA	DELTA-STAT TOOLS IN DECISION MAKING	47	1.1063830	2.0455045	-3.0000000	6.0000000
C18QUES	STRNG WEAKNS STAT TECH/CUR	47	5.2340426	2.0769204	0	10.0000000
R18QUES	STRNG WEAKNS STAT TECH/REQ	47	6.7234043	2.3747048	1.0000000	10.0000000
Q18DELTA	DELTA-STRENGTHS & WEAK OF STAT TECHS	47	1.4893617	1.9209638	-3.0000000	6.0000000
C19QUES	HOW INFO SYS DESIGNED/CUR	47	5.2978723	2.0099199	2.0000000	9.0000000
R19QUES	HOW INFO SYS DESIGNED/REQ	47	6.9361702	1.8463154	0	10.0000000
Q19DELTA	DELTA-HOW INFO SYSTEMS ARE DESIGNED	47	1.6382979	2.2010426	-3.0000000	7.0000000
C20QUES	ANALYZE RISK & ALT/CUR	47	6.9148936	1.8746569	2.0000000	10.0000000
R20QUES	ANALYZE RISK & ALT/REQ	47	8.1489362	1.3347972	5.0000000	10.0000000
Q20DELTA	DELTA-ANALYZE RISKS & ALTERNATIVES	47	1.2340426	1.5493725	-2.0000000	6.0000000
DECISION	DECISION MAKNG/PROBLM SOLV	47	8.1276596	1.8251506	3.0000000	10.0000000
DECAGC	AGGREGATE--DEC MAKING/PROBLEM SOLV/C	46	6.5896739	1.3646487	2.6250000	9.7500000
DECAGR	AGGREGATE--DEC MAKING/PROBLEM SOLV/R	46	7.7934783	1.1625575	4.5000000	9.7500000
DECDLTA	AGGREGATE DELTA--DEC MAKING/PROB SOLV	46	1.2038043	1.2781168	-1.1250000	4.0000000

----- DESIG2=DC -----

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C13QUES	ASSESS AVAIL INFO/CUR	97	7.2886598	1.8368835	2.0000000	10.0000000
R13QUES	ASSESS AVAIL INFO/REQ	97	8.6391753	1.3164470	4.0000000	10.0000000
Q13DELTA	DELTA-ASSESS AVAIL INFO	97	1.3505155	1.7442837	-3.0000000	6.0000000
C14QUES	INCLD OTHR DECSN MAKNG/CUR	97	7.7938144	1.7966296	4.0000000	10.0000000
R14QUES	INCLD OTHR DECSN MAKNG/REQ	97	8.6288660	1.3410163	4.0000000	10.0000000
Q14DELTA	DELTA-INCL OTHER DECSN MAKING	97	0.8350515	1.6245539	-2.0000000	6.0000000
C15QUES	DECISN MAKNG TECH/CUR	97	7.1237113	1.8611026	3.0000000	10.0000000
R15QUES	DECISN MAKNG TECH/REQ	97	8.4226804	1.4848895	3.0000000	10.0000000
Q15DELTA	DELTA-DECISN MAKING TECHNIQUES	97	1.2989691	1.7979441	-2.0000000	6.0000000
C16QUES	USE MGMT INFO SYS TECH/CUR	97	5.2061856	2.3046065	0	10.0000000
R16QUES	USE MGMT INFO SYS TECH/REQ	97	7.6804124	1.8059300	1.0000000	10.0000000
Q16DELTA	DELTA-USE MGMT INFOR SYSTEM TECH	97	2.4742268	2.3500567	-3.0000000	8.0000000
C17QUES	STAT TOOLS IN DECISIONS/CUR	97	4.8350515	2.4267623	0	10.0000000
R17QUES	STAT TOOLS IN DECISIONS/REQ	97	6.7422680	2.1422260	0	10.0000000
Q17DELTA	DELTA-STAT TOOLS IN DECISION MAKING	97	1.9072165	2.7351206	-5.0000000	9.0000000
C18QUES	STRNG WEAKNS STAT TECH/CUR	97	4.2680412	2.3296793	0	10.0000000
R18QUES	STRNG WEAKNS STAT TECH/REQ	97	6.7010309	2.0522597	0	10.0000000
Q18DELTA	DELTA-STRENGTHS & WEAK OF STAT TECHS	97	2.4329897	2.5856463	-4.0000000	9.0000000
C19QUES	HOW INFO SYS DESIGNED/CUR	97	4.3814433	2.3382833	0	10.0000000
R19QUES	HOW INFO SYS DESIGNED/REQ	97	6.6494845	1.8598904	2.0000000	10.0000000
Q19DELTA	DELTA-HOW INFO SYSTEMS ARE DESIGNED	97	2.2680412	2.4044900	-5.0000000	8.0000000
C20QUES	ANALYZE RISK & ALT/CUR	97	6.8144330	2.1857965	2.0000000	10.0000000
R20QUES	ANALYZE RISK & ALT/REQ	97	8.2577320	1.3012682	5.0000000	10.0000000
Q20DELTA	DELTA-ANALYZE RISKS & ALTERNATIVES	97	1.4432990	2.0512652	-2.0000000	8.0000000
DECISION	DECISION MAKNG/PROBLM SOLV	97	8.1752577	1.5343994	3.0000000	10.0000000
DECAGC	AGGREGATE--DEC MAKING/PROBLEM SOLV/C	97	5.9639175	1.7182725	2.0000000	10.0000000
DECAGR	AGGREGATE--DEC MAKING/PROBLEM SOLV/R	97	7.7152062	1.2813443	4.3750000	10.0000000
DECDLTA	AGGREGATE DELTA--DEC MAKING/PROB SOLV	97	1.7512887	1.8255185	-2.0000000	6.7500000

DECISION MAKING MEANS AND DELTAS

----- DESIG2=MC -----

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C13QUES	ASSESS AVAIL INFO/CUR	153	7.6405229	1.6882503	3.0000000	10.0000000
R13QUES	ASSESS AVAIL INFO/REQ	154	8.7727273	1.2341689	4.0000000	10.0000000

Q13DELTA	DELTA-ASSESS AVAIL INFO	153	1.1372549	1.7623953	-5.0000000	7.0000000
C14QUES	INCLD OTHR DECSN MAKNG/CUR	152	7.9671053	1.5111846	4.0000000	10.0000000
R14QUES	INCLD OTHR DECSN MAKNG/REQ	153	8.6013072	1.2842152	2.0000000	10.0000000
Q14DELTA	DELTA-INCL OTHR DECSN MAKING	152	0.6381579	1.5969729	-8.0000000	6.0000000
C15QUES	DECISN MAKNG TECH/CUR	152	7.4539474	1.6671299	3.0000000	10.0000000
R15QUES	DECISN MAKNG TECH/REQ	153	8.4901961	1.3284223	3.0000000	10.0000000
Q15DELTA	DELTA-DECISN MAKING TECHNIQUES	152	1.0394737	1.6473200	-5.0000000	6.0000000
C16QUES	USE MGMT INFO SYS TECH/CUR	153	5.3529412	2.3409135	0	10.0000000
R16QUES	USE MGMT INFO SYS TECH/REQ	153	7.9084967	1.6357820	2.0000000	10.0000000
Q16DELTA	DELTA-USE MGMT INFOR SYSTEM TECH	152	2.5394737	2.3582505	-4.0000000	9.0000000
C17QUES	STAT TOOLS IN DECISIONS/CUR	153	5.4117647	2.5765374	0	10.0000000
R17QUES	STAT TOOLS IN DECISIONS/REQ	153	7.2026144	1.9945962	0	10.0000000
Q17DELTA	DELTA-STAT TOOLS IN DECISION MAKING	152	1.7697368	2.5357586	-5.0000000	10.0000000
C18QUES	STRNG WEAKNS STAT TECH/CUR	153	5.1699346	2.6076579	0	10.0000000
R18QUES	STRNG WEAKNS STAT TECH/REQ	153	7.2745098	1.9908848	2.0000000	10.0000000
Q18DELTA	DELTA-STRENGTHNS & WEAK OF STAT TECHS	152	2.0921053	2.7509306	-7.0000000	10.0000000
C19QUES	HOW INFO SYS DESIGNED/CUR	153	4.8169935	2.4209554	0	10.0000000
R19QUES	HOW INFO SYS DESIGNED/REQ	154	6.9480519	1.9960491	2.0000000	10.0000000
Q19DELTA	DELTA-HOW INFO SYSTEMS ARE DESIGNED	153	2.1241830	2.6835764	-7.0000000	9.0000000
C20QUES	ANALYZE RISK & ALT/CUR	153	7.0261438	2.0421471	1.0000000	10.0000000
R20QUES	ANALYZE RISK & ALT/REQ	154	8.3701299	1.4369144	3.0000000	10.0000000
Q20DELTA	DELTA-ANALYZE RISKS & ALTERNATIVES	153	1.3464052	2.0879361	-5.0000000	7.0000000
DECISION	DECISION MAKING/PROBLM SOLV	154	8.1948052	1.8116469	1.0000000	10.0000000
DECAGC	AGGREGATE--DEC MAKING/PROBLEM SOLV/C	151	6.3476821	1.6679512	1.8750000	10.0000000
DECAGR	AGGREGATE--DEC MAKING/PROBLEM SOLV/R	150	7.9525000	1.2606651	3.6250000	10.0000000
DECDLTA	AGGREGATE DELTA--DEC MAKING/PROB SOLV	149	1.5922819	1.7803471	-5.1250000	6.3750000

----- DESIG2=MSC_AH -----

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C13QUES	ASSESS AVAIL INFO/CUR	30	7.7333333	1.4840144	2.0000000	10.0000000
R13QUES	ASSESS AVAIL INFO/REQ	29	8.5517241	1.1827996	6.0000000	10.0000000
Q13DELTA	DELTA-ASSESS AVAIL INFO	29	0.8965517	1.8773999	-2.0000000	7.0000000
C14QUES	INCLD OTHR DECSN MAKNG/CUR	30	8.0000000	1.4621666	3.0000000	10.0000000
R14QUES	INCLD OTHR DECSN MAKNG/REQ	29	8.6896552	1.2277578	5.0000000	10.0000000
Q14DELTA	DELTA-INCL OTHR DECSN MAKING	29	0.7586207	1.5272565	-1.0000000	7.0000000
C15QUES	DECISN MAKNG TECH/CUR	30	7.9333333	1.4605935	4.0000000	10.0000000
R15QUES	DECISN MAKNG TECH/REQ	29	8.6206897	1.1775821	6.0000000	10.0000000
Q15DELTA	DELTA-DECISN MAKING TECHNIQUES	29	0.7586207	1.7455080	-2.0000000	6.0000000
C16QUES	USE MGMT INFO SYS TECH/CUR	30	5.5333333	2.8006567	0	10.0000000
R16QUES	USE MGMT INFO SYS TECH/REQ	29	7.2758621	2.4333480	1.0000000	10.0000000
Q16DELTA	DELTA-USE MGMT INFOR SYSTEM TECH	29	1.8965517	2.3806486	-3.0000000	8.0000000
C17QUES	STAT TOOLS IN DECISIONS/CUR	30	5.9000000	2.4544119	1.0000000	10.0000000
R17QUES	STAT TOOLS IN DECISIONS/REQ	29	6.7931034	2.2894059	1.0000000	10.0000000
Q17DELTA	DELTA-STAT TOOLS IN DECISION MAKING	29	1.0000000	2.6726124	-4.0000000	7.0000000
C18QUES	STRNG WEAKNS STAT TECH/CUR	30	5.4333333	2.6611293	0	10.0000000
R18QUES	STRNG WEAKNS STAT TECH/REQ	29	7.0344828	2.5562634	1.0000000	10.0000000
Q18DELTA	DELTA-STRENGTHNS & WEAK OF STAT TECHS	29	1.7261379	2.3889112	-2.0000000	9.0000000
C19QUES	HOW INFO SYS DESIGNED/CUR	30	5.2333333	2.5955311	1.0000000	10.0000000
R19QUES	HOW INFO SYS DESIGNED/REQ	29	6.9655172	2.5562634	1.0000000	10.0000000
Q19DELTA	DELTA-HOW INFO SYSTEMS ARE DESIGNED	29	1.8965517	2.6096637	-5.0000000	8.0000000
C20QUES	ANALYZE RISK & ALT/CUR	30	6.6666667	2.4116575	1.0000000	10.0000000
R20QUES	ANALYZE RISK & ALT/REQ	29	8.1724138	1.7334723	3.0000000	10.0000000
Q20DELTA	DELTA-ANALYZE RISKS & ALTERNATIVES	29	1.6206897	2.6781363	-5.0000000	8.0000000
DECISION	DECISION MAKING/PROBLM SOLV	30	8.4333333	1.5687318	4.0000000	10.0000000
DECAGC	AGGREGATE--DEC MAKING/PROBLEM SOLV/C	30	6.5541667	1.8493019	1.8750000	9.7500000
DECAGR	AGGREGATE--DEC MAKING/PROBLEM SOLV/R	29	7.7629310	1.5502537	4.5000000	10.0000000
DECDLTA	AGGREGATE DELTA--DEC MAKING/PROB SOLV	29	1.3189655	1.8950082	-1.8750000	7.5000000

DECISION MAKING MEANS AND DELTAS

----- DESIG2=MSC_MCA -----

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C13QUES	ASSESS AVAIL INFO/CUR	93	8.1827957	1.3017232	4.0000000	10.0000000
R13QUES	ASSESS AVAIL INFO/REQ	93	8.7419355	1.0204776	6.0000000	10.0000000
Q13DELTA	DELTA-ASSESS AVAIL INFO	93	0.5591398	1.1837887	-3.0000000	4.0000000

C14QUES	INCLD OTHR DECSN MAKNG/CUR	93	8.5483871	1.3311986	1.0000000	10.0000000
R14QUES	INCLD OTHR DECSN MAKNG/REQ	93	8.7204301	1.4844527	0	10.0000000
Q14DELTA	DELTA-INCL OTHR DECSN MAKING	93	0.1720430	1.0174954	-3.0000000	3.0000000
C15QUES	DECISN MAKNG TECH/CUR	93	8.1182796	1.3581434	3.0000000	10.0000000
R15QUES	DECISN MAKNG TECH/REQ	93	8.5483871	1.1564200	5.0000000	10.0000000
Q15DELTA	DELTA-DECISN MAKING TECHNIQUES	93	0.4301075	1.3054888	-2.0000000	4.0000000
C16QUES	USE MGMT INFO SYS TECH/CUR	93	6.2365591	2.1386599	0	10.0000000
R16QUES	USE MGMT INFO SYS TECH/REQ	93	7.8279570	1.3880206	3.0000000	10.0000000
Q16DELTA	DELTA-USE MGMT INFOR SYSTEM TECH	93	1.5913978	2.0863769	-2.0000000	10.0000000
C17QUES	STAT TOOLS IN DECISIONS/CUR	93	6.1290323	2.1122099	0	10.0000000
R17QUES	STAT TOOLS IN DECISIONS/REQ	93	7.2903226	1.6718946	3.0000000	10.0000000
Q17DELTA	DELTA-STAT TOOLS IN DECISION MAKING	93	1.1612903	1.9465148	-4.0000000	6.0000000
C18QUES	STRNG WEAKNS STAT TECH/CUR	93	6.4946237	2.1949728	0	10.0000000
R18QUES	STRNG WEAKNS STAT TECH/REQ	93	7.4516129	1.8504766	0	10.0000000
Q18DELTA	DELTA-STRENGTHS & WEAK OF STAT TECHS	93	0.9569892	2.3215155	-10.0000000	5.0000000
C19QUES	HOW INFO SYS DESIGNED/CUR	93	6.4301075	1.8673269	2.0000000	10.0000000
R19QUES	HOW INFO SYS DESIGNED/REQ	93	7.2795699	1.5629236	2.0000000	10.0000000
Q19DELTA	DELTA-HOW INFO SYSTEMS ARE DESIGNED	93	0.8494624	1.8054641	-4.0000000	5.0000000
C20QUES	ANALYZE RISK & ALT/CUR	93	7.6451613	1.6981138	3.0000000	10.0000000
R20QUES	ANALYZE RISK & ALT/REQ	93	8.4408602	1.3389026	5.0000000	10.0000000
Q20DELTA	DELTA-ANALYZE RISKS & ALTERNATIVES	93	0.7956989	1.3717582	-2.0000000	5.0000000
DECISION	DECISION MAKING/PROBLM SOLV	93	8.4838710	1.4935579	3.0000000	10.0000000
DECAGC	AGGREGATE--DEC MAKING/PROBLEM SOLV/C	93	7.2231183	1.3481632	4.0000000	10.0000000
DECAGR	AGGREGATE--DEC MAKING/PROBLEM SOLV/R	93	8.0376344	0.9024771	5.7500000	10.0000000
DECDELTA	AGGREGATE DELTA--DEC MAKING/PROB SOLV	93	0.8145161	1.1436576	-2.1250000	4.0000000

----- DESIG2=NC -----

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C13QUES	ASSESS AVAIL INFO/CUR	50	8.0000000	1.5779087	2.0000000	10.0000000
R13QUES	ASSESS AVAIL INFO/REQ	50	9.5200000	0.9739463	5.0000000	10.0000000
Q13DELTA	DELTA-ASSESS AVAIL INFO	50	1.5200000	1.3437687	-2.0000000	6.0000000
C14QUES	INCLD OTHR DECSN MAKNG/CUR	50	8.4200000	1.3863769	6.0000000	10.0000000
R14QUES	INCLD OTHR DECSN MAKNG/REQ	50	9.4800000	0.8628382	7.0000000	10.0000000
Q14DELTA	DELTA-INCL OTHR DECSN MAKING	50	1.0600000	1.1677643	0	4.0000000
C15QUES	DECISN MAKNG TECH/CUR	50	8.4200000	1.4720526	5.0000000	10.0000000
R15QUES	DECISN MAKNG TECH/REQ	50	9.4400000	0.8843307	6.0000000	10.0000000
Q15DELTA	DELTA-DECISN MAKING TECHNIQUES	50	1.0200000	1.3013337	-2.0000000	5.0000000
C16QUES	USE MGMT INFO SYS TECH/CUR	50	5.0000000	2.4074714	0	9.0000000
R16QUES	USE MGMT INFO SYS TECH/REQ	50	8.5400000	1.4598015	4.0000000	10.0000000
Q16DELTA	DELTA-USE MGMT INFOR SYSTEM TECH	50	3.5400000	2.1779039	0	8.0000000
C17QUES	STAT TOOLS IN DECISIONS/CUR	50	4.9800000	2.3603009	0	9.0000000
R17QUES	STAT TOOLS IN DECISIONS/REQ	49	8.0408163	1.7790351	3.0000000	10.0000000
Q17DELTA	DELTA-STAT TOOLS IN DECISION MAKING	49	3.0408163	2.4406214	-2.0000000	9.0000000
C18QUES	STRNG WEAKNS STAT TECH/CUR	50	4.6400000	2.6707791	0	10.0000000
R18QUES	STRNG WEAKNS STAT TECH/REQ	50	8.0200000	1.9947891	3.0000000	10.0000000
Q18DELTA	DELTA-STRENGTHS & WEAK OF STAT TECHS	50	3.3800000	2.3113738	-3.0000000	9.0000000
C19QUES	HOW INFO SYS DESIGNED/CUR	50	4.5600000	2.6585250	0	10.0000000
R19QUES	HOW INFO SYS DESIGNED/REQ	50	7.3200000	2.3598686	1.0000000	10.0000000
Q19DELTA	DELTA-HOW INFO SYSTEMS ARE DESIGNED	50	2.7600000	2.2547908	-1.0000000	9.0000000
C20QUES	ANALYZE RISK & ALT/CUR	50	7.3400000	2.0762014	0	10.0000000
R20QUES	ANALYZE RISK & ALT/REQ	50	9.2200000	1.2501428	5.0000000	10.0000000
Q20DELTA	DELTA-ANALYZE RISKS & ALTERNATIVES	50	1.8800000	1.5602198	-1.0000000	6.0000000
DECISION	DECISION MAKING/PROBLM SOLV	50	8.6600000	1.7912486	2.0000000	10.0000000
DECAGC	AGGREGATE--DEC MAKING/PROBLEM SOLV/C	50	6.4200000	1.6756738	2.2500000	9.3750000
DECAGR	AGGREGATE--DEC MAKING/PROBLEM SOLV/R	49	8.6760204	1.1695236	4.8750000	10.0000000
DECDELTA	AGGREGATE DELTA--DEC MAKING/PROB SOLV	49	2.2576531	1.4262258	-1.0000000	5.7500000

DECISION MAKING MEANS AND DELTAS

----- DESIG2=OTHER -----

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C13QUES	ASSESS AVAIL INFO/CUR	5	7.4000000	2.0736441	4.0000000	9.0000000
R13QUES	ASSESS AVAIL INFO/REQ	5	8.6000000	0.8944272	8.0000000	10.0000000
Q13DELTA	DELTA-ASSESS AVAIL INFO	5	1.2000000	1.6431677	0	4.0000000
C14QUES	INCLD OTHR DECSN MAKNG/CUR	5	7.6000000	1.1401754	6.0000000	9.0000000

R14QUES	INCLD OTHR DECSN MAKNG/REQ	5	8.4000000	0.5477226	8.0000000	9.0000000
Q14DELTA	DELTA-INCL OTHER DECSN MAKING	5	0.8000000	0.8366600	0	2.0000000
C15QUES	DECISN MAKNG TECH/CUR	5	7.6000000	1.5165751	6.0000000	9.0000000
R15QUES	DECISN MAKNG TECH/REQ	5	8.2000000	0.8366600	7.0000000	9.0000000
Q15DELTA	DELTA-DECISN MAKING TECHNIQUES	5	0.6000000	0.8944272	0	2.0000000
C16QUES	USE MGMT INFO SYS TECH/CUR	5	5.6000000	3.1304952	1.0000000	9.0000000
R16QUES	USE MGMT INFO SYS TECH/REQ	5	8.6000000	1.1401754	7.0000000	10.0000000
Q16DELTA	DELTA-USE MGMT INFOR SYSTEM TECH	5	3.0000000	3.5355339	0	9.0000000
C17QUES	STAT TOOLS IN DECISIONS/CUR	5	6.0000000	2.3452079	2.0000000	8.0000000
R17QUES	STAT TOOLS IN DECISIONS/REQ	5	7.6000000	0.5477226	7.0000000	8.0000000
Q17DELTA	DELTA-STAT TOOLS IN DECISION MAKING	5	1.6000000	2.5099801	0	6.0000000
C18QUES	STRNG WEAKNS STAT TECH/CUR	5	6.0000000	2.5495098	2.0000000	8.0000000
R18QUES	STRNG WEAKNS STAT TECH/REQ	5	8.2000000	1.0954451	7.0000000	10.0000000
Q18DELTA	DELTA-STRENGTHS & WEAK OF STAT TECHS	5	2.2000000	3.0331502	0	6.0000000
C19QUES	HOW INFO SYS DESIGNED/CUR	4	5.2500000	3.8622101	0	9.0000000
R19QUES	HOW INFO SYS DESIGNED/REQ	5	6.6000000	1.8165902	4.0000000	9.0000000
Q19DELTA	DELTA-HOW INFO SYSTEMS ARE DESIGNED	4	1.2500000	2.2173558	-1.0000000	4.0000000
C20QUES	ANALYZE RISK & ALT/CUR	4	5.7500000	3.8622101	0	8.0000000
R20QUES	ANALYZE RISK & ALT/REQ	5	7.6000000	1.5165751	5.0000000	9.0000000
Q20DELTA	DELTA-ANALYZE RISKS & ALTERNATIVES	4	1.7500000	2.2173558	0	5.0000000
DECISION	DECISION MAKNG/PROBLN SOLV	5	8.8000000	1.0954451	8.0000000	10.0000000
DECAGR	AGGREGATE--DEC MAKING/PROBLEM SOLV/C	4	6.4687500	2.6187923	2.6250000	8.2500000
DECAGR	AGGREGATE--DEC MAKING/PROBLEM SOLV/R	5	7.9750000	0.6519202	7.3750000	8.8750000
DECDLTA	AGGREGATE DELTA--DEC MAKING/PROB SOLV	4	1.6562500	2.0725764	0.3750000	4.7500000

LEGAL ISSUES MEANS AND DELTAS

DESIG2=' '

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C21QUES	KNOW VIOLTN OF UCMJ/CUR	47	7.5957447	1.9522515	4.0000000	10.0000000
R21QUES	KNOW VIOLTN OF UCMJ/REQ	47	8.1276596	2.0066955	2.0000000	10.0000000
Q21DELTA	DELTA-KNOW VIOLLIN OF UCMJ	47	0.5319149	1.9207230	-4.0000000	5.0000000
C22QUES	PUNISHMENT UNDR UCMJ/CUR	47	7.1702128	2.6401511	1.0000000	10.0000000
R22QUES	PUNISHMENT UNDR UCMJ/REQ	47	7.7659574	2.2478276	1.0000000	10.0000000
Q22DELTA	DELTA-PUNISHMENT UNDER UCMJ	47	0.5957447	2.3466866	-4.0000000	7.0000000
C23QUES	INITIATE ACT UCMJ VIOLTN/CUR	47	7.3191489	2.4415460	2.0000000	10.0000000
R23QUES	INITIATE ACT UCMJ VIOLTN/REQ	46	7.9565217	2.0325848	1.0000000	10.0000000
Q23DELTA	DELTA-INITIATE ACT UNDER UCMJ	46	0.5869565	1.9841157	-4.0000000	7.0000000
C24QUES	ADMIN SEP AUTH & PROC/CUR	46	6.8913043	2.1522935	2.0000000	10.0000000
R24QUES	ADMIN SEP AUTH & PROC/REQ	46	7.3913043	2.1132204	1.0000000	10.0000000
Q24DELTA	DELTA-ADMIN SEP AUTH & PROC	46	0.5000000	2.0628998	-4.0000000	6.0000000
C25QUES	KNOW LIAB HOSP & PROF/CUR	46	6.6956522	1.9761867	2.0000000	10.0000000
R25QUES	KNOW LIAB HOSP & PROF/REQ	46	8.1956522	1.8332675	1.0000000	10.0000000
Q25DELTA	DELTA-KNOW LIAB OF HOSP & PROF	46	1.5000000	1.8944363	-1.0000000	7.0000000
C26QUES	KNOW ENVIRON IMPCT ISS/CUR	47	6.1489362	2.0953232	0	10.0000000
R26QUES	KNOW ENVIRON IMPCT ISS/REQ	47	7.7659574	2.0131391	1.0000000	10.0000000
Q26DELTA	DELTA-KNOW ENVIRON IMPACT ISS	47	1.6170213	2.0700052	-3.0000000	8.0000000
LEGAL	LEGAL ISSUES	46	7.4347826	1.5441959	5.0000000	10.0000000
LEGAGC	AGGREGATE--LEGAL ISSUES/C	45	7.0259259	1.9256888	2.6666667	10.0000000
LEGAGR	AGGREGATE--LEGAL ISSUES/R	45	7.8814815	1.8663089	1.1666667	10.0000000
LEGDELTA	AGGREGATE DELTA--LEGAL ISSUES	45	0.8555556	1.7428063	-3.0000000	5.8333333

DESIG2=OC

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C21QUES	KNOW VIOLTN OF UCMJ/CUR	97	7.4123711	2.0091073	1.0000000	10.0000000
R21QUES	KNOW VIOLTN OF UCMJ/REQ	97	8.2371134	1.6315458	2.0000000	10.0000000
Q21DELTA	DELTA-KNOW VIOLLIN OF UCMJ	97	0.8247423	1.9526174	-4.0000000	9.0000000
C22QUES	PUNISHMENT UNDR UCMJ/CUR	97	7.6185567	2.0587380	1.0000000	10.0000000
R22QUES	PUNISHMENT UNDR UCMJ/REQ	97	8.0618557	1.8017031	1.0000000	10.0000000
Q22DELTA	DELTA-PUNISHMENT UNDER UCMJ	97	0.4432990	2.1113240	-8.0000000	9.0000000
C23QUES	INITIATE ACT UCMJ VIOLTN/CUR	97	7.5567010	2.1014334	1.0000000	10.0000000
R23QUES	INITIATE ACT UCMJ VIOLTN/REQ	97	8.3814433	1.7762513	0	10.0000000
Q23DELTA	DELTA-INITIATE ACT UNDER UCMJ	97	0.8247423	2.2174042	-9.0000000	9.0000000
C24QUES	ADMIN SEP AUTH & PROC/CUR	97	6.5257732	2.1315721	0	10.0000000
R24QUES	ADMIN SEP AUTH & PROC/REQ	97	7.7525773	1.9041125	0	10.0000000

Q24DELTA	DELTA-ADMIN SEP AUTH & PROC	97	1.2268041	2.0691441	-7.0000000	7.0000000
C25QUES	KNOW LIAB HOSP & PROF/CUR	97	6.1340206	2.3435588	0	10.0000000
R25QUES	KNOW LIAB HOSP & PROF/REQ	97	8.0721649	1.9645155	0	10.0000000
Q25DELTA	DELTA-KNOW LIAB OF HOSP & PROF	97	1.9381443	2.1785624	-2.0000000	10.0000000
C26QUES	KNOW ENVIRON IMPCT ISS/CUR	97	5.8350515	2.3437879	0	10.0000000
R26QUES	KNOW ENVIRON IMPCT ISS/REQ	97	8.1237113	1.7336001	2.0000000	10.0000000
Q26DELTA	DELTA-KNOW ENVIRON IMPACT ISS	97	2.2886598	2.2636565	-2.0000000	10.0000000
LEGAL	LEGAL ISSUES	97	7.1958763	1.8122223	3.0000000	10.0000000
LEGAGC	AGGREGATE--LEGAL ISSUES/C	97	6.8470790	1.8439827	0.8333333	10.0000000
LEGAGR	AGGREGATE--LEGAL ISSUES/R	97	8.1048110	1.5389089	1.5000000	10.0000000
LEGDELTA	AGGREGATE DELTA--LEGAL ISSUES	97	1.2577320	1.7952194	-5.3333333	8.6666667

LEGAL ISSUES MEANS AND DELTAS

DESIG2=MC

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C21QUES	KNOW VIOLTN OF UCMJ/CUR	153	6.6405229	2.1600877	0	10.0000000
R21QUES	KNOW VIOLTN OF UCMJ/REQ	153	8.0653595	1.8197498	0	10.0000000
Q21DELTA	DELTA-KNOW VIOLLIN OF UCMJ	152	1.3947368	2.3924769	-8.0000000	9.0000000
C22QUES	PUNISHMENT UNDR UCMJ/CUR	153	6.3986928	2.4584437	0	10.0000000
R22QUES	PUNISHMENT UNDR UCMJ/REQ	154	7.7012987	2.2784293	0	10.0000000
Q22DELTA	DELTA-PUNISHMENT UNDER UCMJ	153	1.3006536	2.7146895	-8.0000000	8.0000000
C23QUES	INITIATE ACT UCMJ VIOLTN/CUR	153	6.3006536	2.5625978	0	10.0000000
R23QUES	INITIATE ACT UCMJ VIOLTN/REQ	154	7.8051948	2.2435905	0	10.0000000
Q23DELTA	DELTA-INITIATE ACT UNDER UCMJ	153	1.5032680	2.7220450	-8.0000000	8.0000000
C24QUES	ADMIN SEP AUTH & PROC/CUR	153	5.7581699	2.4682887	0	10.0000000
R24QUES	ADMIN SEP AUTH & PROC/REQ	154	7.4025974	2.3305852	0	10.0000000
Q24DELTA	DELTA-ADMIN SEP AUTH & PROC	153	1.6405229	2.9527293	-9.0000000	9.0000000
C25QUES	KNOW LIAB HOSP & PROF/CUR	153	7.1372549	1.9869933	0	10.0000000
R25QUES	KNOW LIAB HOSP & PROF/REQ	154	8.4285714	1.8180545	0	10.0000000
Q25DELTA	DELTA-KNOW LIAB OF HOSP & PROF	153	1.2941176	2.3948474	-8.0000000	10.0000000
C26QUES	KNOW ENVIRON IMPCT ISS/CUR	153	6.2352941	2.4082225	0	10.0000000
R26QUES	KNOW ENVIRON IMPCT ISS/REQ	154	7.8116883	2.0981457	0	10.0000000
Q26DELTA	DELTA-KNOW ENVIRON IMPACT ISS	153	1.5751634	2.7040243	-9.0000000	10.0000000
LEGAL	LEGAL ISSUES	154	6.9350649	1.9154526	1.0000000	10.0000000
LEGAGC	AGGREGATE--LEGAL ISSUES/C	153	6.4117647	1.9517254	1.1666667	10.0000000
LEGAGR	AGGREGATE--LEGAL ISSUES/R	153	7.8910675	1.7821114	0	10.0000000
LEGDELTA	AGGREGATE DELTA--LEGAL ISSUES	152	1.4550439	2.2994201	-8.0000000	7.0000000

DESIG2=MSC_AH

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C21QUES	KNOW VIOLTN OF UCMJ/CUR	30	7.6000000	1.8118385	4.0000000	10.0000000
R21QUES	KNOW VIOLTN OF UCMJ/REQ	29	8.8275862	1.1972876	6.0000000	10.0000000
Q21DELTA	DELTA-KNOW VIOLLIN OF UCMJ	29	1.3103448	1.3913880	-1.0000000	5.0000000
C22QUES	PUNISHMENT UNDR UCMJ/CUR	30	7.7000000	1.7250687	5.0000000	10.0000000
R22QUES	PUNISHMENT UNDR UCMJ/REQ	29	8.7586207	1.3270583	5.0000000	10.0000000
Q22DELTA	DELTA-PUNISHMENT UNDER UCMJ	29	1.1379310	1.4323841	-1.0000000	4.0000000
C23QUES	INITIATE ACT UCMJ VIOLTN/CUR	30	7.7666667	1.7356969	3.0000000	10.0000000
R23QUES	INITIATE ACT UCMJ VIOLTN/REQ	29	8.6896552	1.1983157	5.0000000	10.0000000
Q23DELTA	DELTA-INITIATE ACT UNDER UCMJ	29	1.0000000	1.5118579	-1.0000000	7.0000000
C24QUES	ADMIN SEP AUTH & PROC/CUR	30	6.7666667	2.2388934	3.0000000	10.0000000
R24QUES	ADMIN SEP AUTH & PROC/REQ	29	8.1379310	1.7055401	4.0000000	10.0000000
Q24DELTA	DELTA-ADMIN SEP AUTH & PROC	29	1.4482759	1.7845809	-1.0000000	6.0000000
C25QUES	KNOW LIAB HOSP & PROF/CUR	30	5.6333333	2.4842030	0	10.0000000
R25QUES	KNOW LIAB HOSP & PROF/REQ	29	7.6896552	1.9658413	3.0000000	10.0000000
Q25DELTA	DELTA-KNOW LIAB OF HOSP & PROF	29	2.2068966	2.3661196	-1.0000000	10.0000000
C26QUES	KNOW ENVIRON IMPCT ISS/CUR	30	7.0333333	1.9561280	3.0000000	10.0000000
R26QUES	KNOW ENVIRON IMPCT ISS/REQ	29	7.6896552	1.9105618	3.0000000	10.0000000
Q26DELTA	DELTA-KNOW ENVIRON IMPACT ISS	29	0.7586207	1.3798336	-2.0000000	5.0000000
LEGAL	LEGAL ISSUES	30	7.3666667	1.6709141	3.0000000	10.0000000
LEGAGC	AGGREGATE--LEGAL ISSUES/C	30	7.0833333	1.5852227	4.1666667	9.8333333
LEGAGR	AGGREGATE--LEGAL ISSUES/R	29	8.2988506	1.2851250	5.1666667	10.0000000
LEGDELTA	AGGREGATE DELTA--LEGAL ISSUES	29	1.3103448	1.1484325	-0.1666667	4.6666667

LEGAL ISSUES MEANS AND DELTAS

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C21QUES	KNOW VIOLTN OF UCMJ/CUR	93	8.1612903	1.4691784	4.0000000	10.0000000
R21QUES	KNOW VIOLTN OF UCMJ/REQ	93	8.3978495	1.7884885	1.0000000	10.0000000
Q21DELTA	DELTA-KNOW VIOLLIN OF UCMJ	93	0.2365591	1.8261259	-9.0000000	4.0000000
C22QUES	PUNISHMENT UNDR UCMJ/CUR	93	7.9677419	1.6710555	3.0000000	10.0000000
R22QUES	PUNISHMENT UNDR UCMJ/REQ	93	8.1397849	1.8858247	1.0000000	10.0000000
Q22DELTA	DELTA-PUNISHMENT UNDER UCMJ	93	0.1720430	1.9315665	-8.0000000	5.0000000
C23QUES	INITIATE ACT UCMJ VIOLTN/CUR	93	8.0537634	1.6963233	4.0000000	10.0000000
R23QUES	INITIATE ACT UCMJ VIOLTN/REQ	93	8.1505376	2.1107707	0	10.0000000
Q23DELTA	DELTA-INITIATE ACT UNDER UCMJ	93	0.0967742	1.8595495	-9.0000000	3.0000000
C24QUES	ADMIN SEP AUTH & PROC/CUR	93	7.3978495	2.0330946	1.0000000	10.0000000
R24QUES	ADMIN SEP AUTH & PROC/REQ	93	7.6129032	2.0748612	0	10.0000000
Q24DELTA	DELTA-ADMIN SEP AUTH & PROC	93	0.2150538	1.8168861	-8.0000000	3.0000000
C25QUES	KNOW LIAB HOSP & PROF/CUR	93	7.2258065	1.9117999	2.0000000	10.0000000
R25QUES	KNOW LIAB HOSP & PROF/REQ	93	7.9677419	1.9022390	0	10.0000000
Q25DELTA	DELTA-KNOW LIAB OF HOSP & PROF	93	0.7419355	2.0898472	-7.0000000	8.0000000
C26QUES	KNOW ENVIRON IMPCT ISS/CUR	93	6.4731183	2.0514650	2.0000000	10.0000000
R26QUES	KNOW ENVIRON IMPCT ISS/REQ	93	7.7204301	1.9469351	1.0000000	10.0000000
Q26DELTA	DELTA-KNOW ENVIRON IMPACT ISS	93	1.2473118	2.1601928	-7.0000000	8.0000000
LEGAL	LEGAL ISSUES	93	7.1935484	1.9238665	1.0000000	10.0000000
LEGAGC	AGGREGATE--LEGAL ISSUES/C	93	7.5465950	1.5091039	3.8333333	10.0000000
LEGAGR	AGGREGATE--LEGAL ISSUES/R	93	7.9982079	1.6470759	0.8333333	10.0000000
LEGDELTA	AGGREGATE DELTA--LEGAL ISSUES	93	0.4516129	1.6051285	-7.6666667	4.6666667

DESIG2=NC

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C21QUES	KNOW VIOLTN OF UCMJ/CUR	50	7.4000000	1.7023393	3.0000000	10.0000000
R21QUES	KNOW VIOLTN OF UCMJ/REQ	50	9.2600000	1.6264397	3.0000000	10.0000000
Q21DELTA	DELTA-KNOW VIOLLIN OF UCMJ	50	1.8600000	2.1286194	-4.0000000	7.0000000
C22QUES	PUNISHMENT UNDR UCMJ/CUR	50	6.7600000	2.2547908	2.0000000	10.0000000
R22QUES	PUNISHMENT UNDR UCMJ/REQ	50	8.8000000	1.8294641	3.0000000	10.0000000
Q22DELTA	DELTA-PUNISHMENT UNDER UCMJ	50	2.0400000	2.6569892	-4.0000000	8.0000000
C23QUES	INITIATE ACT UCMJ VIOLTN/CUR	50	6.6800000	2.5269163	1.0000000	10.0000000
R23QUES	INITIATE ACT UCMJ VIOLTN/REQ	50	8.8200000	2.0472979	2.0000000	10.0000000
Q23DELTA	DELTA-INITIATE ACT UNDER UCMJ	50	2.1400000	3.0305250	-6.0000000	9.0000000
C24QUES	ADMIN SEP AUTH & PROC/CUR	50	6.2000000	2.6802376	0	10.0000000
R24QUES	ADMIN SEP AUTH & PROC/REQ	50	8.5000000	2.0627899	2.0000000	10.0000000
Q24DELTA	DELTA-ADMIN SEP AUTH & PROC	50	2.3000000	3.1118601	-4.0000000	9.0000000
C25QUES	KNOW LIAB HOSP & PROF/CUR	50	6.9800000	2.2084254	3.0000000	10.0000000
R25QUES	KNOW LIAB HOSP & PROF/REQ	50	8.8200000	1.9239627	2.0000000	10.0000000
Q25DELTA	DELTA-KNOW LIAB OF HOSP & PROF	50	1.8400000	1.9728773	-3.0000000	6.0000000
C26QUES	KNOW ENVIRON IMPCT ISS/CUR	50	5.8000000	2.1946131	1.0000000	10.0000000
R26QUES	KNOW ENVIRON IMPCT ISS/REQ	50	8.4600000	1.8974742	3.0000000	10.0000000
Q26DELTA	DELTA-KNOW ENVIRON IMPACT ISS	50	2.6600000	2.3089003	-2.0000000	8.0000000
LEGAL	LEGAL ISSUES	50	7.7800000	1.7646182	2.0000000	10.0000000
LEGAGC	AGGREGATE--LEGAL ISSUES/C	50	6.6366667	1.9298027	2.8333333	9.8333333
LEGAGR	AGGREGATE--LEGAL ISSUES/R	50	8.7766667	1.6770459	2.5000000	10.0000000
LEGDELTA	AGGREGATE DELTA--LEGAL ISSUES	50	2.1400000	2.1729005	-2.6666667	7.0000000

LEGAL ISSUES MEANS AND DELTAS

DESIG2=OTHER

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C21QUES	KNOW VIOLTN OF UCMJ/CUR	5	6.4000000	2.3021729	3.0000000	8.0000000
R21QUES	KNOW VIOLTN OF UCMJ/REQ	5	7.4000000	3.7148351	1.0000000	10.0000000
Q21DELTA	DELTA-KNOW VIOLLIN OF UCMJ	5	1.0000000	4.9497475	-7.0000000	5.0000000
C22QUES	PUNISHMENT UNDR UCMJ/CUR	5	5.8000000	1.9235384	3.0000000	8.0000000
R22QUES	PUNISHMENT UNDR UCMJ/REQ	5	6.8000000	3.7013511	1.0000000	10.0000000
Q22DELTA	DELTA-PUNISHMENT UNDER UCMJ	5	1.0000000	4.3588989	-6.0000000	5.0000000

C23QUES	INITIATE ACT UCMJ VIOLTN/CUR	5	5.6000000	1.8165902	3.0000000	8.0000000
R23QUES	INITIATE ACT UCMJ VIOLTN/REQ	5	6.8000000	3.7013511	1.0000000	10.0000000
Q23DELTA	DELTA-INITIATE ACT UNDER UCMJ	5	1.2000000	3.9623226	-5.0000000	5.0000000
C24QUES	ADMIN SEP AUTH & PROC/CUR	5	4.6000000	2.7018512	1.0000000	8.0000000
R24QUES	ADMIN SEP AUTH & PROC/REQ	5	7.0000000	3.7416574	1.0000000	10.0000000
Q24DELTA	DELTA-ADMIN SEP AUTH & PROC	5	2.4000000	2.5099801	0	5.0000000
C25QUES	KNOW LIAB HOSP & PROF/CUR	5	4.2000000	1.6431677	2.0000000	6.0000000
R25QUES	KNOW LIAB HOSP & PROF/REQ	5	7.2000000	1.9235384	4.0000000	9.0000000
Q25DELTA	DELTA-KNOW LIAB OF HOSP & PROF	5	3.0000000	1.4142136	2.0000000	5.0000000
C26QUES	KNOW ENVIRON IMPCT ISS/CUR	5	4.4000000	1.6733201	3.0000000	7.0000000
R26QUES	KNOW ENVIRON IMPCT ISS/REQ	5	8.4000000	1.1401754	7.0000000	10.0000000
Q26DELTA	DELTA-KNOW ENVIRON IMPACT ISS	5	4.0000000	1.8708287	2.0000000	6.0000000
LEGAL	LEGAL ISSUES	5	6.8000000	1.9235384	4.0000000	9.0000000
LEGAGC	AGGREGATE--LEGAL ISSUES/C	5	5.1666667	1.5184056	3.0000000	7.0000000
LEGAGR	AGGREGATE--LEGAL ISSUES/R	5	7.2666667	2.8809721	2.6666667	9.6666667
LEGDELTA	AGGREGATE DELTA--LEGAL ISSUES	5	2.1000000	2.7121127	-1.8333333	4.6666667

OPERATIONS MANAGEMENT ISSUES MEANS AND DELTAS

DESIG2=' '

Variable Label	N	Mean	Std Dev	Minimum	Maximum
27QUES IMPCT OSHA REQ HOSP OP/CUR	46	5.9347826	2.1540883	0	10.0000000
27QUES IMPCT OSHA REQ HOSP OP/REQ	46	7.6521739	2.1418309	1.0000000	10.0000000
27DELTA DELTA-IMPACT OF OSHA ON HOSP	46	1.7173913	2.1567779	-5.0000000	8.0000000
28QUES EVAL PROP TO AQUR TECH/CUR	47	6.2765957	1.9076747	3.0000000	10.0000000
28QUES EVAL PROP TO AQUR TECH/REQ	47	7.4468085	2.1549590	0	10.0000000
28DELTA DELTA-EVAL PROP TO AQUR TECH	47	1.1702128	2.2488562	-3.0000000	7.0000000
29QUES OPP & LIM DOD/DON MATRL/CUR	47	6.1489362	2.5019881	0	10.0000000
29QUES OPP & LIM DOD/DON MATRL/REQ	47	7.2553191	2.1312181	1.0000000	10.0000000
29DELTA DELTA-OPP& LIM TO DOD/DON MATRL	47	1.1063830	2.1991505	-3.0000000	8.0000000
30QUES OVRSEE EQUIP MGMT PRG/CUR	47	5.9361702	2.6077164	0	10.0000000
30QUES OVRSEE EQUIP MGMT PRG/REQ	47	6.7872340	2.2930535	0	10.0000000
30DELTA DELTA-OVERSEE EQUIP MGMT PROGRAM	47	0.8510638	2.3217190	-4.0000000	6.0000000
31QUES ENSUR EXEC SECRTY REQ/CUR	47	6.4468085	2.2048219	2.0000000	10.0000000
31QUES ENSUR EXEC SECRTY REQ/REQ	47	7.1063830	2.3241085	1.0000000	10.0000000
31DELTA DELTA-ENSURE EXECUTION OF SEC REQS	47	0.6595745	1.9591102	-4.0000000	6.0000000
32QUES OVRSEE FACILITIES MGMT/CUR	47	6.0851064	2.2246620	2.0000000	10.0000000
32QUES OVRSEE FACILITIES MGMT/REQ	47	7.0425532	2.4668008	1.0000000	10.0000000
32DELTA DELTA-OVERSEE FAC MGMT	47	0.2765957	0.4521508	0	1.0000000
PMGMT OPERATIONS MGMT ISSUES	47	7.3617021	1.5662963	4.0000000	10.0000000
PMAGC AGGREGATE--OPERATIONAL MGMT ISSUES/C	46	6.1630435	1.8363575	2.0000000	9.3333333
PMAGR AGGREGATE--OPERATIONAL MGMT ISSUES/R	46	7.2173913	1.9388394	1.0000000	10.0000000
PMDELTA AGGREGATE DELTA--OPERATIONAL MGMT ISSUES	46	1.0543478	1.7427289	-3.6666667	6.8333333

DESIG2=DC

Variable Label	N	Mean	Std Dev	Minimum	Maximum
27QUES IMPCT OSHA REQ HOSP OP/CUR	97	5.7628866	2.6250920	0	10.0000000
27QUES IMPCT OSHA REQ HOSP OP/REQ	97	7.6391753	2.6028253	0	10.0000000
27DELTA DELTA-IMPACT OF OSHA ON HOSP	97	1.8762887	2.4206479	-8.0000000	10.0000000
28QUES EVAL PROP TO AQUR TECH/CUR	97	5.8350515	2.0850680	0	9.0000000
28QUES EVAL PROP TO AQUR TECH/REQ	97	7.3711340	1.6975447	0	10.0000000
28DELTA DELTA-EVAL PROP TO AQUR TECH	97	1.5360825	2.1018933	-3.0000000	8.0000000
29QUES OPP & LIM DOD/DON MATRL/CUR	96	4.9791667	2.2430204	0	10.0000000
29QUES OPP & LIM DOD/DON MATRL/REQ	96	7.2500000	1.7711132	0	10.0000000
29DELTA DELTA-OPP& LIM TO DOD/DON MATRL	96	2.2708333	2.3055045	-3.0000000	9.0000000
30QUES OVRSEE EQUIP MGMT PRG/CUR	97	5.7731959	2.1090339	0	10.0000000
30QUES OVRSEE EQUIP MGMT PRG/REQ	97	7.1340206	1.6809525	0	10.0000000
30DELTA DELTA-OVERSEE EQUIP MGMT PROGRAM	97	1.3608247	2.0472826	-2.0000000	9.0000000
31QUES ENSUR EXEC SECRTY REQ/CUR	97	5.7113402	1.9200627	1.0000000	10.0000000
31QUES ENSUR EXEC SECRTY REQ/REQ	97	7.2474227	1.8821028	1.0000000	10.0000000
31DELTA DELTA-ENSURE EXECUTION OF SEC REQS	97	1.5360825	1.9582191	-3.0000000	6.0000000
32QUES OVRSEE FACILITIES MGMT/CUR	97	5.9587629	1.9838805	0	10.0000000
32QUE OVRSEE FACILITIES MGMT/REQ	97	7.2474227	1.8931396	0	10.0000000
32DELTA DELTA-OVERSEE FAC MGMT	97	0.2886598	0.4554934	0	1.0000000
PMGMT OPERATIONS MGMT ISSUES	97	7.3814433	1.4465714	3.0000000	10.0000000

PMAGC	AGGREGATE--OPERATIONAL MGMT ISSUES/C	96	5.6493056	1.6159800	0.8333333	8.6666667
PMAGR	AGGREGATE--OPERATIONAL MGMT ISSUES/R	96	7.3003472	1.4170267	2.1666667	10.0000000
PMDELTA	AGGREGATE DELTA--OPERATIONAL MGMT ISSUES	96	1.6510417	1.8244727	-3.3333333	6.8333333

OPERATIONS MANAGEMENT ISSUES MEANS AND DELTAS

-----DESIG2=MC-----

Variable Label	N	Mean	Std Dev	Minimum	Maximum
27QUES IMPCT OSHA REQ HOSP OP/CLUR	153	6.1437908	2.4100074	0	10.0000000
27QUES IMPCT OSHA REQ HOSP OP/REQ	154	7.5259740	2.2027851	0	10.0000000
27DELTA DELTA-IMPACT OF OSHA ON HOSP	153	1.3790850	2.8423640	-8.0000000	10.0000000
28QUES EVAL PROP TO AQUR TECH/CLUR	153	6.2026144	2.1684322	0	10.0000000
28QUES EVAL PROP TO AQUR TECH/REQ	154	7.7857143	1.5295105	0	10.0000000
28DELTA DELTA-EVAL PROP TO AQUR TECH	153	1.5816993	2.3525305	-8.0000000	8.0000000
29QUES OPP & LIM DOD/DON MATRL/CLUR	153	4.6339869	2.2761684	0	10.0000000
29QUES OPP & LIM DOD/DON MATRL/REQ	153	7.3333333	1.9364917	0	10.0000000
29DELTA DELTA-OPP& LIM TO DOD/DON MATRL	152	2.6644737	2.6217230	-6.0000000	9.0000000
30QUES OVRSEE EQUIP MGMT PRG/CLUR	153	5.1503268	2.4649417	0	10.0000000
30QUES OVRSEE EQUIP MGMT PRG/REQ	154	6.9740260	2.0609917	0	10.0000000
30DELTA DELTA-OVERSEE EQUIP MGMT PROGRAM	153	1.8169935	2.4533487	-6.0000000	8.0000000
31QUES ENSUR EXEC SECRTY REQ/CLUR	153	5.0392157	2.5388620	0	10.0000000
31QUES ENSUR EXEC SECRTY REQ/REQ	154	6.7272727	2.2959832	0	10.0000000
31DELTA DELTA-ENSURE EXECUTION OF SEC REQS	153	1.6797386	2.4188231	-6.0000000	8.0000000
32QUES OVRSEE FACILITIES MGMT/CLUR	153	4.8235294	2.5342850	0	10.0000000
32QUES OVRSEE FACILITIES MGMT/REQ	154	6.5324675	2.4579306	0	10.0000000
32DELTA DELTA-OVERSEE FAC MGMT	154	0.2532468	0.4362899	0	1.0000000
PMGMT OPERATIONS MGMT ISSUES	154	7.0974026	1.6159721	1.0000000	10.0000000
PMAGC AGGREGATE--OPERATIONAL MGMT ISSUES/C	153	5.3322440	2.0174220	0.3333333	10.0000000
PMAGR AGGREGATE--OPERATIONAL MGMT ISSUES/R	153	7.1394336	1.7151349	0.6666667	10.0000000
PMDELTA AGGREGATE DELTA--OPERATIONAL MGMT ISSUES	152	1.7872807	2.1681687	-5.1666667	7.1666667

-----DESIG2=MSC_AH-----

Variable Label	N	Mean	Std Dev	Minimum	Maximum
27QUES IMPCT OSHA REQ HOSP OP/CLUR	30	6.4333333	3.2767029	0	10.0000000
27QUES IMPCT OSHA REQ HOSP OP/REQ	29	6.9310345	3.3266353	0	10.0000000
27DELTA DELTA-IMPACT OF OSHA ON HOSP	29	0.6206897	2.7569884	-6.0000000	10.0000000
28QUES EVAL PROP TO AQUR TECH/CLUR	30	7.0000000	1.9652147	2.0000000	10.0000000
28QUES EVAL PROP TO AQUR TECH/REQ	29	7.8620690	1.6631325	4.0000000	10.0000000
28DELTA DELTA-EVAL PROP TO AQUR TECH	29	0.9655172	2.1294325	-3.0000000	7.0000000
29QUES OPP & LIM DOD/DON MATRL/CLUR	30	5.3666667	2.6714755	0	10.0000000
29QUES OPP & LIM DOD/DON MATRL/REQ	29	7.1724138	2.0366107	2.0000000	10.0000000
29DELTA DELTA-OPP& LIM TO DOD/DON MATRL	29	1.9655172	2.1294325	-2.0000000	9.0000000
30QUES OVRSEE EQUIP MGMT PRG/CLUR	30	5.7666667	2.3879487	0	10.0000000
30QUES OVRSEE EQUIP MGMT PRG/REQ	29	7.0689655	1.7714206	2.0000000	10.0000000
30DELTA DELTA-OVERSEE EQUIP MGMT PROGRAM	29	1.4482759	1.9380809	-2.0000000	8.0000000
31QUES ENSUR EXEC SECRTY REQ/CLUR	30	6.3333333	2.6695387	1.0000000	10.0000000
31QUES ENSUR EXEC SECRTY REQ/REQ	29	7.2068966	2.1276968	2.0000000	10.0000000
31DELTA DELTA-ENSURE EXECUTION OF SEC REQS	29	1.0000000	1.7928429	-2.0000000	7.0000000
32QUES OVRSEE FACILITIES MGMT/CLUR	30	5.7666667	2.8123292	0	10.0000000
32QUES OVRSEE FACILITIES MGMT/REQ	29	6.7586207	2.3852998	0	10.0000000
32DELTA DELTA-OVERSEE FAC MGMT	30	0.4000000	0.4982729	0	1.0000000
PMGMT OPERATIONS MGMT ISSUES	30	6.8666667	2.0465839	1.0000000	10.0000000
PMAGC AGGREGATE--OPERATIONAL MGMT ISSUES/C	30	6.1111111	1.9934439	1.5000000	9.8333333
PMAGR AGGREGATE--OPERATIONAL MGMT ISSUES/R	29	7.1666667	1.6678567	2.8333333	10.0000000
PMDELTA AGGREGATE DELTA--OPERATIONAL MGMT ISSUES	29	1.1839080	1.5451825	-1.0000000	7.0000000

OPERATIONS MANAGEMENT ISSUES MEANS AND DELTAS

-----DESIG2=MSC_MCA-----

Variable Label	N	Mean	Std Dev	Minimum	Maximum
27QUES IMPCT OSHA REQ HOSP OP/CLUR	93	6.3763441	2.1864900	0	10.0000000
27QUES IMPCT OSHA REQ HOSP OP/REQ	93	7.5483871	2.0773945	0	10.0000000

27DELTA	DELTA-IMPACT OF OSHA ON HOSP	93	1.1720430	2.1193911	-8.0000000	8.0000000
28QUES	EVAL PROP TO AGUR TECH/CUR	93	6.8817204	1.9607533	2.0000000	10.0000000
28QUES	EVAL PROP TO AGUR TECH/REQ	93	7.6344086	1.6536189	1.0000000	10.0000000
28DELTA	DELTA-EVAL PROP TO AGUR TECH	93	0.7526882	1.7172774	-7.0000000	5.0000000
29QUES	OPP & LIM DOD/DON MATRL/CUR	93	6.8924731	2.0133379	2.0000000	10.0000000
29QUES	OPP & LIM DOD/DON MATRL/REQ	93	7.2688172	1.5889550	2.0000000	10.0000000
29DELTA	DELTA-OPP& LIM TO DOD/DON MATRL	93	0.3763441	1.8819161	-7.0000000	6.0000000
30QUES	OVRSEE EQUIP MGMT PRG/CUR	93	7.0000000	2.0216223	1.0000000	10.0000000
30QUES	OVRSEE EQUIP MGMT PRG/REQ	93	6.7849462	1.8406607	1.0000000	10.0000000
30DELTA	DELTA-OVERSEE EQUIP MGMT PROGRAM	93	-0.2150538	1.8873115	-7.0000000	4.0000000
31QUES	ENSUR EXEC SECRTY REQ/CUR	93	6.9354839	2.1254486	0	10.0000000
31QUES	ENSUR EXEC SECRTY REQ/REQ	93	7.0860215	1.9596801	2.0000000	10.0000000
31DELTA	DELTA-ENSURE EXECUTION OF SEC REGS	93	0.1505376	1.9778460	-7.0000000	7.0000000
32QUES	OVRSEE FACILITIES MGMT/CUR	93	6.9139785	2.2872801	0	10.0000000
32QUES	OVRSEE FACILITIES MGMT/REQ	93	7.0967742	2.0326921	1.0000000	10.0000000
32DELTA	DELTA-OVERSEE FAC MGMT	93	0.3763441	0.4870938	0	1.0000000
PMGMT	OPERATIONS MGMT ISSUES	93	7.1720430	1.6915625	2.0000000	10.0000000
PMAGC	AGGREGATE--OPERATIONAL MGMT ISSUES/C	93	6.8333333	1.7125919	2.0000000	9.6666667
PMAGR	AGGREGATE--OPERATIONAL MGMT ISSUES/R	93	7.2365591	1.5466425	1.3333333	10.0000000
PMDELTA	AGGREGATE DELTA--OPERATIONAL MGMT ISSUES	93	0.4032258	1.5874893	-7.3333333	6.0000000

-----DESIG2=NC-----

Variable Label	N	Mean	Std Dev	Minimum	Maximum
27QUES IMPCT OSHA REQ HOSP OP/CUR	50	6.3200000	2.4862068	0	10.0000000
27QUES IMPCT OSHA REQ HOSP OP/REQ	50	8.7000000	1.9298937	2.0000000	10.0000000
27DELTA DELTA-IMPACT OF OSHA ON HOSP	50	2.3800000	2.3895179	-3.0000000	8.0000000
28QUES EVAL PROP TO AGUR TECH/CUR	50	5.8200000	2.3620296	1.0000000	10.0000000
28QUES EVAL PROP TO AGUR TECH/REQ	50	8.0200000	2.2176472	0	10.0000000
28DELTA DELTA-EVAL PROP TO AGUR TECH	50	2.2000000	2.3560604	-6.0000000	7.0000000
29QUES OPP & LIM DOD/DON MATRL/CUR	50	4.3400000	2.5683315	0	10.0000000
29QUES OPP & LIM DOD/DON MATRL/REQ	50	7.8800000	2.1819295	0	10.0000000
29DELTA DELTA-OPP& LIM TO DOD/DON MATRL	50	3.5400000	2.3229995	0	9.0000000
30QUES OVRSEE EQUIP MGMT PRG/CUR	50	4.7800000	2.7277112	0	10.0000000
30QUES OVRSEE EQUIP MGMT PRG/REQ	50	6.8800000	2.5446222	0	10.0000000
30DELTA DELTA-OVERSEE EQUIP MGMT PROGRAM	50	2.1000000	2.4095897	-4.0000000	9.0000000
31QUES ENSUR EXEC SECRTY REQ/CUR	50	4.8600000	2.6186926	0	10.0000000
31QUES ENSUR EXEC SECRTY REQ/REQ	50	7.4600000	2.1590814	0	10.0000000
31DELTA DELTA-ENSURE EXECUTION OF SEC REGS	50	2.6000000	2.9067128	-3.0000000	9.0000000
32QUES OVRSEE FACILITIES MGMT/CUR	50	4.1400000	3.0102546	0	10.0000000
32QUES OVRSEE FACILITIES MGMT/REQ	50	6.2600000	3.1351203	0	10.0000000
32DELTA DELTA-OVERSEE FAC MGMT	50	0.2600000	0.4430875	0	1.0000000
PMGMT OPERATIONS MGMT ISSUES	49	7.3265306	2.0855430	1.0000000	10.0000000
PMAGC AGGREGATE--OPERATIONAL MGMT ISSUES/C	50	5.0433333	2.1922379	0.5000000	9.5000000
PMAGR AGGREGATE--OPERATIONAL MGMT ISSUES/R	50	7.5333333	1.9474386	1.8333333	10.0000000
PMDELTA AGGREGATE DELTA--OPERATIONAL MGMT ISSUES	50	2.4900000	2.1400537	-1.8333333	8.3333333

OPERATIONS MANAGEMENT ISSUES MEANS AND DELTAS

-----DESIG2=OTHER-----

Variable Label	N	Mean	Std Dev	Minimum	Maximum
27QUES IMPCT OSHA REQ HOSP OP/CUR	5	4.8000000	3.1144823	2.0000000	10.0000000
27QUES IMPCT OSHA REQ HOSP OP/REQ	5	7.8000000	1.4832397	6.0000000	10.0000000
27DELTA DELTA-IMPACT OF OSHA ON HOSP	5	3.0000000	3.2403703	-2.0000000	7.0000000
28QUES EVAL PROP TO AGUR TECH/CUR	5	5.0000000	1.8708287	2.0000000	7.0000000
28QUES EVAL PROP TO AGUR TECH/REQ	5	8.2000000	1.0954451	7.0000000	10.0000000
28DELTA DELTA-EVAL PROP TO AGUR TECH	5	3.2000000	1.6431677	2.0000000	6.0000000
29QUES OPP & LIM DOD/DON MATRL/CUR	5	5.4000000	4.1593269	0	10.0000000
29QUES OPP & LIM DOD/DON MATRL/REQ	5	7.4000000	2.7928480	4.0000000	10.0000000
29DELTA DELTA-OPP& LIM TO DOD/DON MATRL	5	2.0000000	1.5811388	0	4.0000000
30QUES OVRSEE EQUIP MGMT PRG/CUR	5	6.0000000	2.7386128	3.0000000	10.0000000
30QUES OVRSEE EQUIP MGMT PRG/REQ	5	7.6000000	1.8165902	5.0000000	10.0000000
30DELTA DELTA-OVERSEE EQUIP MGMT PROGRAM	5	1.6000000	1.5165751	0	4.0000000
31QUES ENSUR EXEC SECRTY REQ/CUR	5	4.6000000	1.1401754	3.0000000	6.0000000
31QUES ENSUR EXEC SECRTY REQ/REQ	5	6.4000000	1.1401754	5.0000000	8.0000000
31DELTA DELTA-ENSURE EXECUTION OF SEC REGS	5	1.8000000	1.0954451	0	3.0000000

32QUES	OVRSEE FACILITIES MGMT/CUR	5	5.000000	1.4142136	3.000000	7.000000
32QUES	OVRSEE FACILITIES MGMT/REQ	5	7.200000	1.3038405	6.000000	9.000000
32DELTA	DELTA-OVERSEE FAC MGMT	5	0.200000	0.4472136	0	1.000000
PMGMT	OPERATIONS MGMT ISSUES	5	7.000000	1.7320508	4.000000	8.000000
PMAGC	AGGREGATE--OPERATIONAL MGMT ISSUES/C	5	5.1333333	1.8196459	3.1666667	6.8333333
PMAGR	AGGREGATE--OPERATIONAL MGMT ISSUES/R	5	7.4333333	1.1401754	5.6666667	8.8333333
PMDELTA	AGGREGATE DELTA--OPERATIONAL MGMT ISSUES	5	2.300000	1.3406052	1.1666667	4.500000

ORGANIZATIONAL BEHAVIOR ISSUES MEANS AND DELTAS

DESIG2=1

Variable Label	N	Mean	Std Dev	Minimum	Maximum
33QUES KNOW SUP REQ OP FORC/CUR	47	7.7234043	2.0715687	3.0000000	10.0000000
33QUES KNOW SUP REQ OP FORC/REQ	47	8.2127660	1.7685190	2.0000000	10.0000000
33DELTA DELTA-KNOW & SUPPORT OPF FORCES	47	0.4893617	1.9657097	-4.0000000	6.0000000
34QUES DEVL & COMM COMD VISH/CUR	47	7.6595745	1.6846700	4.0000000	10.0000000
34QUES DEVL & COMM COMD VISH/REQ	47	8.5106383	1.8518186	1.0000000	10.0000000
34DELTA DELTA-DEVELOP & COMM COMMAND VISION	47	0.8510638	2.0744693	-5.0000000	6.0000000
35QUES IMPOWR IND & WORK GRP/CUR	47	8.4468085	1.3801152	5.0000000	10.0000000
35QUES IMPOWR IND & WORK GRP/REQ	47	8.8085106	1.5271214	3.0000000	10.0000000
35DELTA DELTA-EMPOWER INV & WORK GROUPS	47	0.3617021	1.7373835	-4.0000000	4.0000000
36QUES DEVL NON-PARCHL PERSP/CUR	45	8.4222222	1.3397573	4.0000000	10.0000000
36QUES DEVL NON-PARCHL PERSP/REQ	46	8.6521739	1.5234083	5.0000000	10.0000000
36DELTA DELTA-DEVELOP NON-PAROCHIAL PERSPECTIVE	45	0.2444444	1.5833732	-3.0000000	4.0000000
37QUES BUILDING TRUST/CUR	47	8.8085106	1.2447856	5.0000000	10.0000000
37QUES BUILDING TRUST/REQ	47	9.2978723	1.0817637	6.0000000	10.0000000
37DELTA DELTA-BUILDING TRUST	47	0.4893617	1.3330635	-3.0000000	4.0000000
38QUES MANAGING CHANGE/CUR	47	8.4893617	1.3492726	5.0000000	10.0000000
38QUES MANAGING CHANGE/REQ	47	9.2553191	1.1696912	6.0000000	10.0000000
38DELTA DELTA-MANAGING CHANGE	47	0.7659574	1.4627664	-3.0000000	4.0000000
39QUES MANAGING CONFLICT/CUR	47	8.3404255	1.4931233	4.0000000	10.0000000
39QUES MANAGING CONFLICT/REQ	47	9.2340426	1.2196358	6.0000000	10.0000000
39DELTA DELTA-MANAGING CONFLICT	47	0.8936170	1.6449401	-3.0000000	5.0000000
40QUES BUILDING TEAMWORK/CUR	46	8.5652174	1.4552919	5.0000000	10.0000000
40QUES BUILDING TEAMWORK/REQ	46	9.2608696	1.2725265	4.0000000	10.0000000
40DELTA DELTA-BUILDING TEAMWORK	46	0.6956522	1.5036188	-3.0000000	4.0000000
41QUES DEVL POS ORG CLIMAT/CUR	47	8.5106383	1.3330635	5.0000000	10.0000000
41QUES DEVL POS ORG CLIMAT/REQ	47	9.3404255	1.0273773	6.0000000	10.0000000
41DELTA DELTA-DEVELOP POSITIVE ORG ENVIRONMENT	47	0.8297872	1.4191110	-4.0000000	4.0000000
42QUES MOTIVATING PEOPLE/CUR	47	8.2340426	1.6446589	4.0000000	10.0000000
42QUES MOTIVATING PEOPLE/REQ	47	9.1489362	1.5460851	2.0000000	10.0000000
42DELTA DELTA-MOTIVATING PEOPLE	47	0.9148936	1.6128531	-4.0000000	4.0000000
43QUES EMPLY COORD MECHNSM/CUR	47	7.9361702	1.5660009	5.0000000	10.0000000
43QUES EMPLY COORD MECHNSM/REQ	47	8.6382979	1.7745242	2.0000000	10.0000000
43DELTA DELTA-EMPLOY COORD MECHANISMS	47	0.7021277	1.6407169	-4.0000000	4.0000000
44QUES DEVL SUBORDINATES/CUR	47	8.3829787	1.3760876	5.0000000	10.0000000
44QUES DEVL SUBORDINATES/REQ	47	8.9148936	1.4570636	4.0000000	10.0000000
44DELTA DELTA-DEVELOP SUBORDINATES	47	0.5319149	1.5014640	-5.0000000	4.0000000
45QUES UNDRSTND ROLE CO & XO/CUR	47	8.5319149	1.4272361	6.0000000	10.0000000
45QUES UNDRSTND ROLE CO & XO/REQ	47	9.0212766	1.4369255	5.0000000	10.0000000
45DELTA DELTA-UNDERSTANDING ROLE OF CO/XO	47	0.4893617	1.5304495	-4.0000000	4.0000000
46QUES PROM INNOVT & RISK BHVR/CUR	47	8.2340426	1.4775533	5.0000000	10.0000000
46QUES PROM INNOVT & RISK BHVR/REQ	47	8.7446809	1.3904658	5.0000000	10.0000000
46DELTA DELTA-PROM INNOV. & RISK BEHAVIOR	47	0.5106383	1.6923400	-4.0000000	3.0000000
RGNBEH ORGANIZATIONAL BEHAVIOR	47	8.2765957	1.7900951	3.0000000	10.0000000
RGAGC AGGREGATE--ORGANIZATIONAL BEHAVIOR/C	44	8.3327922	1.1347243	5.7857143	10.0000000
RGAGR AGGREGATE--ORGANIZATIONAL BEHAVIOR/R	45	8.9476190	1.1791518	4.6428571	10.0000000
RGDELTA AGGREGATE DELTA--ORGANIZATIONAL BEHAVIOR	44	0.6071429	1.3391002	-3.5714286	3.3571429

ORGANIZATIONAL BEHAVIOR ISSUES MEANS AND DELTAS

DESIG2=0C

Variable Label	N	Mean	Std Dev	Minimum	Maximum
33QUES KNOW SUP REQ OP FORC/CUR	97	8.1340206	1.9876120	2.0000000	10.0000000
33QUES KNOW SUP REQ OP FORC/REQ	97	8.8556701	1.3843597	3.0000000	10.0000000
33DELTA DELTA-KNOW & SUPPORT OPF FORCES	97	0.7216495	1.8693931	-6.0000000	6.0000000

34QUES	DEVL & COMM COMD VISH/CUR	97	7.5979381	1.7833711	3.0000000	10.0000000
34QUES	DEVL & COMM COMD VISH/REQ	97	8.6597938	1.2819792	5.0000000	10.0000000
34DELTA	DELTA-DEVELOP & COMM COMMAND VISION	97	1.0618557	1.7725595	-2.0000000	7.0000000
35QUES	IMPOWR IND & WORK GRP/CUR	97	8.1134021	1.6948223	3.0000000	10.0000000
35QUES	IMPOWR IND & WORK GRP/REQ	97	8.6804124	1.3810201	3.0000000	10.0000000
35DELTA	DELTA-EMPOWER INV & WORK GROUPS	97	0.5670103	1.6260075	-5.0000000	6.0000000
36QUES	DEVL NON-PARCHL PERSP/CUR	95	7.8526316	2.0575157	0	10.0000000
36QUES	DEVL NON-PARCHL PERSP/REQ	95	8.2736842	1.6849907	0	10.0000000
36DELTA	DELTA-DEVELOP NON-PAROCHIAL PERSPECTIVE	95	0.4210526	1.5199310	-4.0000000	5.0000000
37QUES	BUILDING TRUST/CUR	97	8.3814433	1.5575308	4.0000000	10.0000000
37QUES	BUILDING TRUST/REQ	97	9.1237113	1.2437991	4.0000000	10.0000000
37DELTA	DELTA-BUILDING TRUST	97	0.7422680	1.4809791	-5.0000000	5.0000000
38QUES	MANAGING CHANGE/CUR	97	7.8865979	1.6575351	3.0000000	10.0000000
38QUES	MANAGING CHANGE/REQ	97	8.9381443	1.3214136	4.0000000	10.0000000
38DELTA	DELTA-MANAGING CHANGE	97	1.0515464	1.7581426	-5.0000000	6.0000000
39QUES	MANAGING CONFLICT/CUR	97	7.6907216	1.7100245	3.0000000	10.0000000
39QUES	MANAGING CONFLICT/REQ	97	8.8762887	1.3405357	4.0000000	10.0000000
39DELTA	DELTA-MANAGING CONFLICT	97	1.1855670	1.9489842	-5.0000000	6.0000000
40QUES	BUILDING TEAMWORK/CUR	97	8.1443299	1.6582476	4.0000000	10.0000000
40QUES	BUILDING TEAMWORK/REQ	97	9.2061856	1.1541424	4.0000000	10.0000000
40DELTA	DELTA-BUILDING TEAMWORK	97	1.0618557	1.8864342	-5.0000000	6.0000000
41QUES	DEVL POS ORGAN CLIMAT/CUR	97	8.2886598	1.6263377	4.0000000	10.0000000
41QUES	DEVL POS ORGAN CLIMAT/REQ	97	9.2061856	1.1174575	4.0000000	10.0000000
41DELTA	DELTA-DEVELOP POSITIVE ORG ENVIRONMENT	97	0.9175258	1.6562389	-5.0000000	6.0000000
42QUES	MOTIVATING PEOPLE/CUR	97	8.0103093	1.4964879	4.0000000	10.0000000
42QUES	MOTIVATING PEOPLE/REQ	97	9.1752577	1.1274077	4.0000000	10.0000000
42DELTA	DELTA-MOTIVATING PEOPLE	97	1.1649485	1.7893226	-5.0000000	6.0000000
43QUES	EMPLY COORD MECHNSM/CUR	97	7.1340206	1.9452338	0	10.0000000
43QUES	EMPLY COORD MECHNSM/REQ	97	8.3195876	1.5107007	3.0000000	10.0000000
43DELTA	DELTA-EMPLOY COORD MECHANISMS	97	1.1855670	1.9328837	-4.0000000	7.0000000
44QUES	DEVL SUBORDINATES/CUR	97	8.1752577	1.6202515	4.0000000	10.0000000
44QUES	DEVL SUBORDINATES/REQ	97	9.0000000	1.1814539	6.0000000	10.0000000
44DELTA	DELTA-DEVELOP SUBORDINATES	97	0.8247423	1.5812067	-3.0000000	6.0000000
45QUES	UNDRSTND ROLE CO & XO/CUR	97	8.2474227	1.8542234	2.0000000	10.0000000
45QUES	UNDRSTND ROLE CO & XO/REQ	97	9.0000000	1.7736497	0	10.0000000
45DELTA	DELTA-UNDERSTANDING ROLE OF CO/XO	97	0.7525773	2.2127986	-10.0000000	8.0000000
46QUES	PROM INNOVT & RISK BHVR/CUR	97	7.7525773	1.9633673	2.0000000	10.0000000
46QUES	PROM INNOVT & RISK BHVR/REQ	97	8.6082474	1.4329217	4.0000000	10.0000000
46DELTA	DELTA-PROM INNOV. & RISK BEHAVIOR	97	0.8556701	1.8874017	-4.0000000	7.0000000
RGNBEH	ORGANIZATIONAL BEHAVIOR	97	8.0309278	1.8168976	1.0000000	10.0000000
RGAGC	AGGREGATE--ORGANIZATIONAL BEHAVIOR/C	95	7.9428571	1.4541629	4.0000000	10.0000000
RGAGR	AGGREGATE--ORGANIZATIONAL BEHAVIOR/R	95	8.8541353	1.0850660	4.4285714	10.0000000
RGDELTA	AGGREGATE DELTA--ORGANIZATIONAL BEHAVIOR	95	0.9112782	1.4011702	-3.9285714	5.4285714

ORGANIZATIONAL BEHAVIOR ISSUES MEANS AND DELTAS

-----DESIG2=MC-----

Variable Label	N	Mean	Std Dev	Minimum	Maximum
33QUES	153	7.6209150	2.1367909	0	10.0000000
33QUES	154	8.7402597	1.4316917	1.0000000	10.0000000
33DELTA	153	1.1111111	2.0408833	-6.0000000	7.0000000
34QUES	153	7.4575163	1.9701287	2.0000000	10.0000000
34QUES	154	8.7662338	1.5916129	2.0000000	10.0000000
34DELTA	153	1.3071895	2.0688194	-8.0000000	7.0000000
35QUES	153	7.9346405	1.8484460	2.0000000	10.0000000
35QUES	154	8.8766234	1.5138918	2.0000000	10.0000000
35DELTA	153	0.9346405	1.6127502	-3.0000000	5.0000000
36QUES	153	8.0065359	1.8227247	0	10.0000000
36QUES	154	8.7402597	1.3421532	3.0000000	10.0000000
36DELTA	153	0.7320261	1.6623008	-2.0000000	9.0000000
37QUES	153	8.6013072	1.1828816	5.0000000	10.0000000
37QUES	154	9.3181818	0.9881953	5.0000000	10.0000000
37DELTA	153	0.7124183	1.1278368	-2.0000000	5.0000000
38QUES	153	8.1633987	1.4888070	2.0000000	10.0000000
38QUES	154	9.2402597	0.9970885	6.0000000	10.0000000
38DELTA	153	1.0718954	1.4604639	-2.0000000	7.0000000
39QUES	153	7.7908497	1.6648597	1.0000000	10.0000000
39QUES	154	9.1883117	1.0892792	5.0000000	10.0000000
39DELTA	153	1.3921569	1.7138572	-4.0000000	9.0000000

40QUES	BUILDING TEAMWORK/CUR	153	8.2810458	1.5063791	3.0000000	10.0000000
40QUES	BUILDING TEAMWORK/REQ	154	9.2402597	1.0419639	5.0000000	10.0000000
40DELTA	DELTA-BUILDING TEAMWORK	153	0.9607843	1.4275593	-3.0000000	6.0000000
41QUES	DEVL POS ORGAN CLIMAT/CUR	153	8.2222222	1.4744411	2.0000000	10.0000000
41QUES	DEVL POS ORGAN CLIMAT/REQ	154	9.3441558	0.9244668	6.0000000	10.0000000
41DELTA	DELTA-DEVELOP POSITIVE ORG ENVIRONMENT	153	1.1176471	1.5041223	-3.0000000	7.0000000
42QUES	MOTIVATING PEOPLE/CUR	153	8.1503268	1.4316500	4.0000000	10.0000000
42QUES	MOTIVATING PEOPLE/REQ	154	9.3636364	0.8989331	6.0000000	10.0000000
42DELTA	DELTA-MOTIVATING PEOPLE	153	1.2156863	1.3904807	-2.0000000	6.0000000
43QUES	EMPLY COORD MECHNSM/CUR	153	7.5555556	1.8349275	0	10.0000000
43QUES	EMPLY COORD MECHNSM/REQ	154	8.7532468	1.3543041	0	10.0000000
43DELTA	DELTA-EMPLOY COORD MECHANISMS	153	1.1960784	1.7170156	-4.0000000	7.0000000
44QUES	DEVL SUBORDINATES/CUR	153	8.1045752	1.6106692	3.0000000	10.0000000
44QUES	DEVL SUBORDINATES/REQ	154	9.0584416	1.2536848	2.0000000	10.0000000
44DELTA	DELTA-DEVELOP SUBORDINATES	153	0.9477124	1.5466043	-3.0000000	5.0000000
45QUES	UNDRSTND ROLE CO & XO/CUR	153	7.5163399	2.1123215	0	10.0000000
45QUES	UNDRSTND ROLE CO & XO/REQ	154	8.8896104	1.7056679	0	10.0000000
45DELTA	DELTA-UNDERSTANDING ROLE OF CO/XO	153	1.3660131	2.5822054	-10.0000000	10.0000000
46QUES	PROM INNOVT & RISK BHVR/CUR	152	7.7894737	1.7741021	3.0000000	10.0000000
46QUES	PROM INNOVT & RISK BHVR/REQ	153	8.5490196	1.5215175	2.0000000	10.0000000
46DELTA	DELTA-PROM INNOV. & RISK BEHAVIOR	152	0.7500000	1.7838495	-5.0000000	5.0000000
RGNBEH	ORGANIZATIONAL BEHAVIOR	154	8.0129870	1.9334923	1.0000000	10.0000000
RGAGC	AGGREGATE--ORGANIZATIONAL BEHAVIOR/C	152	7.9309211	1.2962205	4.4285714	10.0000000
RGAGR	AGGREGATE--ORGANIZATIONAL BEHAVIOR/R	153	9.0018674	0.9210929	5.7857143	10.0000000
RGDELTA	AGGREGATE DELTA--ORGANIZATIONAL BEHAVIOR	152	1.0667293	1.2225267	-1.9285714	5.0000000

ORGANIZATIONAL BEHAVIOR ISSUES MEANS AND DELTAS

-----DESIG2=MSC_AH-----

Variable Label	N	Mean	Std Dev	Minimum	Maximum
33QUES	30	7.9333333	1.5742176	4.0000000	10.0000000
33QUES	29	8.3448276	1.9689711	2.0000000	10.0000000
33DELTA	29	0.4827586	2.0287345	-4.0000000	4.0000000
34QUES	30	7.8333333	1.8210140	1.0000000	10.0000000
34QUES	29	8.8965517	0.9390279	7.0000000	10.0000000
34DELTA	29	1.1379310	1.8655550	-2.0000000	7.0000000
35QUES	30	8.4333333	1.1651057	6.0000000	10.0000000
35QUES	29	9.1379310	1.0255360	7.0000000	10.0000000
35DELTA	29	0.7586207	1.2146479	-2.0000000	4.0000000
36QUES	30	8.3000000	1.5789564	5.0000000	10.0000000
36QUES	29	8.4827586	1.1218827	5.0000000	10.0000000
36DELTA	29	0.2413793	1.7658501	-3.0000000	5.0000000
37QUES	29	8.5172414	1.2711269	6.0000000	10.0000000
37QUES	29	9.278621	0.9597824	7.0000000	10.0000000
37DELTA	28	0.7857143	1.6183472	-3.0000000	4.0000000
38QUES	30	8.3333333	1.2129569	5.0000000	10.0000000
38QUES	29	9.1379310	0.8752199	7.0000000	10.0000000
38DELTA	29	0.8620690	1.5288683	-2.0000000	5.0000000
39QUES	30	8.0666667	1.4840144	5.0000000	10.0000000
39QUES	29	9.2068966	0.8185052	8.0000000	10.0000000
39DELTA	29	1.2068966	1.5207919	-2.0000000	5.0000000
40QUES	29	8.5862069	1.3233410	5.0000000	10.0000000
40QUES	29	9.3448276	1.0098042	7.0000000	10.0000000
40DELTA	28	0.7857143	1.2868895	-2.0000000	4.0000000
41QUES	30	8.3000000	1.3169976	5.0000000	10.0000000
41QUES	29	9.3103448	0.9674506	7.0000000	10.0000000
41DELTA	29	1.0689655	1.3074248	-1.0000000	4.0000000
42QUES	30	8.4333333	1.3047218	6.0000000	10.0000000
42QUES	29	9.2413793	0.9507581	7.0000000	10.0000000
42DELTA	29	0.8620690	1.3555215	-2.0000000	4.0000000
43QUES	30	8.1333333	1.5698305	5.0000000	10.0000000
43QUES	29	8.7586207	1.1848801	6.0000000	10.0000000
43DELTA	29	0.6896552	1.6712580	-2.0000000	5.0000000
44QUES	30	8.5000000	1.2525835	5.0000000	10.0000000
44QUES	29	9.0344828	0.9813532	7.0000000	10.0000000
44DELTA	29	0.5862069	1.4272161	-2.0000000	4.0000000
45QUES	30	8.4333333	1.9771685	2.0000000	10.0000000
45QUES	29	9.2758621	1.0985884	6.0000000	10.0000000
45DELTA	29	0.8965517	1.7797437	-3.0000000	7.0000000

46QUES	PROM INNOVT & RISK BHVR/CUR	30	7.9000000	1.6049492	4.0000000	10.0000000
46QUES	PROM INNOVT & RISK BHVR/REQ	29	8.7241379	1.1306304	6.0000000	10.0000000
46DELTA	DELTA-PROM INNOV. & RISK BEHAVIOR	29	0.8965517	1.6332445	-2.0000000	5.0000000
RGNBEN	ORGANIZATIONAL BEHAVIOR	30	8.2333333	1.9419743	2.0000000	10.0000000
RGAGC	AGGREGATE--ORGANIZATIONAL BEHAVIOR/C	28	8.2295918	1.1637244	5.2857143	10.0000000
RGAGR	AGGREGATE--ORGANIZATIONAL BEHAVIOR/R	29	9.0123153	0.8242120	7.4285714	10.0000000
RGDELTA	AGGREGATE DELTA--ORGANIZATIONAL BEHAVIOR	27	0.8333333	1.2476037	-1.2857143	4.6428571

ORGANIZATIONAL BEHAVIOR ISSUES MEANS AND DELTAS

-----DESIG2=MSC_HCA-----

Variable Label	N	Mean	Std Dev	Minimum	Maximum
33QUES KNOW SUP REQ OP FORC/CUR	93	8.1505376	1.8293871	0	10.0000000
33QUES KNOW SUP REQ OP FORC/REQ	93	8.2795699	1.9357371	0	10.0000000
33DELTA DELTA-KNOW & SUPPORT OPF FORCES	93	0.1290323	1.8721402	-8.0000000	5.0000000
34QUES DEVL & COMM COND VISM/CUR	93	8.3010753	1.2578877	6.0000000	10.0000000
34QUES DEVL & COMM COND VISM/REQ	93	9.0645161	1.4280304	3.0000000	10.0000000
34DELTA DELTA-DEVELOP & COMM COMMAND VISION	93	0.7634409	1.5561788	-4.0000000	4.0000000
35QUES IMPOWR IND & WORK GRP/CUR	93	8.5268817	1.2903606	5.0000000	10.0000000
35QUES IMPOWR IND & WORK GRP/REQ	93	8.9569892	1.3344432	3.0000000	10.0000000
35DELTA DELTA-EMPOWER INV & WORK GROUPS	93	0.4301075	1.4992596	-5.0000000	5.0000000
36QUES DEVL NON-PARCHL PERSP/CUR	92	8.8152174	1.1476622	5.0000000	10.0000000
36QUES DEVL NON-PARCHL PERSP/REQ	92	8.9565217	1.3499128	2.0000000	10.0000000
36DELTA DELTA-DEVELOP NON-PAROCHIAL PERSPECTIVE	92	0.1413043	1.2005633	-4.0000000	3.0000000
37QUES BUILDING TRUST/CUR	93	8.7956989	1.2385049	4.0000000	10.0000000
37QUES BUILDING TRUST/REQ	93	9.3010753	1.1012340	5.0000000	10.0000000
37DELTA DELTA-BUILDING TRUST	93	0.5053763	1.4417958	-4.0000000	4.0000000
38QUES MANAGING CHANGE/CUR	93	8.4838710	1.3482106	4.0000000	10.0000000
38QUES MANAGING CHANGE/REQ	93	9.3010753	0.9530836	6.0000000	10.0000000
38DELTA DELTA-MANAGING CHANGE	93	0.8172043	1.3428250	-3.0000000	5.0000000
39QUES MANAGING CONFLICT/CUR	93	8.2365591	1.4400925	4.0000000	10.0000000
39QUES MANAGING CONFLICT/REQ	93	9.1720430	1.1384931	4.0000000	10.0000000
39DELTA DELTA-MANAGING CONFLICT	93	0.9354839	1.6405623	-4.0000000	6.0000000
40QUES BUILDING TEAMWORK/CUR	93	8.7204301	1.2191015	4.0000000	10.0000000
40QUES BUILDING TEAMWORK/REQ	93	9.3548387	0.9165763	6.0000000	10.0000000
40DELTA DELTA-BUILDING TEAMWORK	93	0.6344086	1.3252149	-3.0000000	4.0000000
41QUES DEVL POS ORGAN CLINAT/CUR	93	8.6881720	1.1700845	4.0000000	10.0000000
41QUES DEVL POS ORGAN CLINAT/REQ	93	9.3870968	1.1036723	3.0000000	10.0000000
41DELTA DELTA-DEVELOP POSITIVE ORG ENVIRONMENT	93	0.6989247	1.3814371	-4.0000000	4.0000000
42QUES MOTIVATING PEOPLE/CUR	93	8.5483871	1.2555627	4.0000000	10.0000000
42QUES MOTIVATING PEOPLE/REQ	93	9.2580645	1.2238857	4.0000000	10.0000000
42DELTA DELTA-MOTIVATING PEOPLE	93	0.7096774	1.3954947	-4.0000000	5.0000000
43QUES EMPLY COORD MECHNSM/CUR	93	8.0752688	1.3532293	4.0000000	10.0000000
43QUES EMPLY COORD MECHNSM/REQ	93	8.7849462	1.1214263	6.0000000	10.0000000
43DELTA DELTA-EMPLOY COORD MECHANISMS	93	0.7096774	1.4933231	-4.0000000	4.0000000
44QUES DEVL SUBORDINATES/CUR	93	8.6236559	1.2328297	5.0000000	10.0000000
44QUES DEVL SUBORDINATES/REQ	93	9.2473118	1.1388010	4.0000000	10.0000000
44DELTA DELTA-DEVELOP SUBORDINATES	93	0.6236559	1.4439829	-4.0000000	5.0000000
45QUES UNDRSTND ROLE CO & XO/CUR	93	8.8602151	1.0993219	6.0000000	10.0000000
45QUES UNDRSTND ROLE CO & XO/REQ	93	9.2258065	1.4827195	2.0000000	10.0000000
45DELTA DELTA-UNDERSTANDING ROLE OF CO/XO	93	0.3655914	1.6667134	-8.0000000	4.0000000
46QUES PROM INNOVT & RISK BHVR/CUR	93	8.4623656	1.2472504	4.0000000	10.0000000
46QUES PROM INNOVT & RISK BHVR/REQ	93	8.9139785	1.2127575	4.0000000	10.0000000
46DELTA DELTA-PROM INNOV. & RISK BEHAVIOR	93	0.4516129	1.4559931	-5.0000000	4.0000000
RGNBEN ORGANIZATIONAL BEHAVIOR	93	8.2795699	1.9746524	1.0000000	10.0000000
RGAGC AGGREGATE--ORGANIZATIONAL BEHAVIOR/C	92	8.5054348	0.9451920	6.0714286	10.0000000
RGAGR AGGREGATE--ORGANIZATIONAL BEHAVIOR/R	92	9.0838509	0.9587599	5.4285714	10.0000000
RGDELTA AGGREGATE DELTA--ORGANIZATIONAL BEHAVIOR	92	0.5784161	1.1163558	-2.7142857	3.1428571

ORGANIZATIONAL BEHAVIOR ISSUES MEANS AND DELTAS

-----DESIG2=MC-----

Variable Label	N	Mean	Std Dev	Minimum	Maximum
33QUES KNOW SUP REQ OP FORC/CUR	50	7.1800000	2.0373051	2.0000000	10.0000000
33QUES KNOW SUP REQ OP FORC/REQ	50	9.0000000	1.5386185	4.0000000	10.0000000
33DELTA DELTA-KNOW & SUPPORT OPF FORCES	50	1.8200000	2.2102729	-2.0000000	7.0000000

34QUES	DEVL & COMM COMD VISION/CUR	50	7.8600000	2.0702953	0	10.0000000
34QUES	DEVL & COMM COMD VISION/REQ	50	9.3200000	2.0347993	0	10.0000000
34DELTA	DELTA-DEVELOP & COMM COMMAND VISION	50	1.4600000	1.9713250	-6.0000000	6.0000000
35QUES	IMPOW IND & WORK GRP/CUR	50	8.5000000	1.4880476	3.0000000	10.0000000
35QUES	IMPOW IND & WORK GRP/REQ	50	9.7800000	0.5454824	8.0000000	10.0000000
35DELTA	DELTA-EMPOWER INV & WORK GROUPS	50	1.2800000	1.4291427	0	7.0000000
36QUES	DEVL NON-PARCHL PERSP/CUR	47	8.2127660	1.8170230	3.0000000	10.0000000
36QUES	DEVL NON-PARCHL PERSP/REQ	47	9.5319149	0.8035536	7.0000000	10.0000000
36DELTA	DELTA-DEVELOP NON-PAROCHIAL PERSPECTIVE	47	1.3191489	1.8545641	-2.0000000	7.0000000
37QUES	BUILDING TRUST/CUR	50	8.8800000	1.3498299	5.0000000	10.0000000
37QUES	BUILDING TRUST/REQ	50	9.9200000	0.3404679	8.0000000	10.0000000
37DELTA	DELTA-BUILDING TRUST	50	1.0400000	1.2447441	0	4.0000000
38QUES	MANAGING CHANGE/CUR	50	8.4200000	1.5530089	4.0000000	10.0000000
38QUES	MANAGING CHANGE/REQ	50	9.7800000	0.5454824	8.0000000	10.0000000
38DELTA	DELTA-MANAGING CHANGE	50	1.3600000	1.5354319	0	5.0000000
39QUES	MANAGING CONFLICT/CUR	50	8.2400000	1.6358235	4.0000000	10.0000000
39QUES	MANAGING CONFLICT/REQ	50	9.7400000	0.5646021	8.0000000	10.0000000
39DELTA	DELTA-MANAGING CONFLICT	50	1.5000000	1.4742691	0	5.0000000
40QUES	BUILDING TEAMWORK/CUR	50	8.7200000	1.2623270	6.0000000	10.0000000
40QUES	BUILDING TEAMWORK/REQ	50	9.8600000	0.4522055	8.0000000	10.0000000
40DELTA	DELTA-BUILDING TEAMWORK	50	1.1400000	1.3402711	-2.0000000	4.0000000
41QUES	DEVL POS ORGAN CLIMAT/CUR	50	8.6600000	1.2874591	5.0000000	10.0000000
41QUES	DEVL POS ORGAN CLIMAT/REQ	50	9.9200000	0.3404679	8.0000000	10.0000000
41DELTA	DELTA-DEVELOP POSITIVE ORG ENVIRONMENT	50	1.2600000	1.3523977	-1.0000000	5.0000000
42QUES	MOTIVATING PEOPLE/CUR	50	8.4400000	1.4165206	5.0000000	10.0000000
42QUES	MOTIVATING PEOPLE/REQ	50	9.7400000	0.5646021	8.0000000	10.0000000
42DELTA	DELTA-MOTIVATING PEOPLE	50	1.3000000	1.2494897	0	4.0000000
43QUES	EMPL COORD MECHNSM/CUR	50	8.2400000	1.7444957	3.0000000	10.0000000
43QUES	EMPL COORD MECHNSM/REQ	50	9.3600000	1.2249115	3.0000000	10.0000000
43DELTA	DELTA-EMPLOY COORD MECHANISMS	50	1.1200000	1.7099946	-4.0000000	6.0000000
44QUES	DEVL SUBORDINATES/CUR	50	8.9400000	1.1677643	6.0000000	10.0000000
44QUES	DEVL SUBORDINATES/REQ	50	9.5400000	1.1642638	5.0000000	10.0000000
44DELTA	DELTA-DEVELOP SUBORDINATES	50	0.6000000	1.5118579	-4.0000000	4.0000000
45QUES	UNDRSTND ROLE CO & XO/CUR	50	7.3800000	1.9680095	1.0000000	10.0000000
45QUES	UNDRSTND ROLE CO & XO/REQ	50	9.2800000	2.0607112	0	10.0000000
45DELTA	DELTA-UNDERSTANDING ROLE OF CO/XO	50	1.9000000	2.4681646	-8.0000000	9.0000000
46QUES	PROM INNOVT & RISK BHVR/CUR	50	8.1400000	1.6538144	4.0000000	10.0000000
46QUES	PROM INNOVT & RISK BHVR/REQ	50	9.6800000	0.9570362	4.0000000	10.0000000
46DELTA	DELTA-PROM INNOV. & RISK BEHAVIOR	50	1.5400000	1.5414014	-2.0000000	5.0000000
RGNBEH	ORGANIZATIONAL BEHAVIOR	50	8.7400000	1.7590582	3.0000000	10.0000000
RGAGC	AGGREGATE--ORGANIZATIONAL BEHAVIOR/C	47	8.3130699	1.1672050	5.1428571	9.9285714
RGAGR	AGGREGATE--ORGANIZATIONAL BEHAVIOR/R	47	9.5911854	0.6151197	7.0714286	10.0000000
RGDELTA	AGGREGATE DELTA--ORGANIZATIONAL BEHAVIOR	47	1.2781155	1.1578245	-0.8571429	4.5000000

 ORGANIZATIONAL BEHAVIOR ISSUES MEANS AND DELTAS

 DESIG2=OTHER

Variable Label	N	Mean	Std Dev	Minimum	Maximum
33QUES	5	8.0000000	1.2247449	6.0000000	9.0000000
33QUES	5	8.8000000	0.8366600	8.0000000	10.0000000
33DELTA	5	0.8000000	0.8366600	0	2.0000000
34QUES	5	6.8000000	1.3038405	5.0000000	8.0000000
34QUES	5	8.2000000	2.0493902	5.0000000	10.0000000
34DELTA	5	1.4000000	2.4083189	-2.0000000	4.0000000
35QUES	5	7.6000000	0.8944272	6.0000000	8.0000000
35QUES	5	8.6000000	0.8944272	8.0000000	10.0000000
35DELTA	5	1.0000000	1.4142136	0	3.0000000
36QUES	5	7.8000000	1.0954451	6.0000000	9.0000000
36QUES	5	8.6000000	0.8944272	8.0000000	10.0000000
36DELTA	5	0.8000000	1.6431677	-1.0000000	3.0000000
37QUES	5	7.8000000	1.0954451	6.0000000	9.0000000
37QUES	5	8.8000000	0.8366600	8.0000000	10.0000000
37DELTA	5	1.0000000	1.4142136	0	3.0000000
38QUES	5	7.8000000	1.0954451	6.0000000	9.0000000
38QUES	5	9.2000000	1.0954451	8.0000000	10.0000000
38DELTA	5	1.4000000	1.6733201	0	4.0000000
39QUES	5	7.0000000	1.0000000	6.0000000	8.0000000
39QUES	5	9.4000000	0.8944272	8.0000000	10.0000000
39DELTA	5	2.4000000	1.6733201	0	4.0000000

40QUES	BUILDING TEAMWORK/CUR	5	7.8000000	1.0954451	6.0000000	9.0000000
40QUES	BUILDING TEAMWORK/REQ	5	9.0000000	1.0000000	8.0000000	10.0000000
40DELTA	DELTA-BUILDING TEAMWORK	5	1.2000000	1.3038405	0	3.0000000
41QUES	DEVL P OS ORGAN CLINAT/CUR	5	7.8000000	1.0954451	6.0000000	9.0000000
41QUES	DEVL P OS ORGAN CLINAT/REQ	5	9.2000000	1.0954451	8.0000000	10.0000000
41DELTA	DELTA-DEVELOP POSITIVE ORG ENVIRONMENT	5	1.4000000	1.6733201	0	4.0000000
42QUES	MOTIVATING PEOPLE/CUR	5	7.8000000	1.0954451	6.0000000	9.0000000
42QUES	MOTIVATING PEOPLE/REQ	5	9.0000000	1.0000000	8.0000000	10.0000000
42DELTA	DELTA-MOTIVATING PEOPLE	5	1.2000000	1.3038405	0	3.0000000
43QUES	EMPLY COORD MECHNSM/CUR	5	7.8000000	1.0954451	6.0000000	9.0000000
43QUES	EMPLY COORD MECHNSM/REQ	5	8.8000000	0.8366600	8.0000000	10.0000000
43DELTA	DELTA-EMPLOY COORD MECHANISMS	5	1.0000000	1.4142136	0	3.0000000
44QUES	DEVL P SUBORDINATES/CUR	5	7.8000000	1.0954451	6.0000000	9.0000000
44QUES	DEVL P SUBORDINATES/REQ	5	8.8000000	1.3038405	7.0000000	10.0000000
44DELTA	DELTA-DEVELOP SUBORDINATES	5	1.0000000	2.0000000	-2.0000000	3.0000000
45QUES	UNDRSTND ROLE CO & XO/CUR	5	7.2000000	1.9235384	4.0000000	9.0000000
45QUES	UNDRSTND ROLE CO & XO/REQ	5	7.4000000	2.6076810	3.0000000	10.0000000
45DELTA	DELTA-UNDERSTANDING ROLE OF CO/XO	5	0.2000000	3.7682887	-6.0000000	4.0000000
46QUES	PROM INNOVT & RISK BHVR/CUR	5	7.0000000	1.4142136	5.0000000	8.0000000
46QUES	PROM INNOVT & RISK BHVR/REQ	5	8.2000000	1.0954451	7.0000000	10.0000000
46DELTA	DELTA-PROM INNOV. & RISK BEHAVIOR	5	1.2000000	1.6431677	-1.0000000	3.0000000
RGNBEN	ORGANIZATIONAL BEHAVIOR	5	7.4000000	1.5165751	5.0000000	9.0000000
RGAGC	AGGREGATE--ORGANIZATIONAL BEHAVIOR/C	5	7.5714286	1.0594569	5.7857143	8.5000000
RGAGR	AGGREGATE--ORGANIZATIONAL BEHAVIOR/R	5	8.7142857	0.7440238	8.1428571	9.8571429
RGDELTA	AGGREGATE DELTA--ORGANIZATIONAL BEHAVIOR	5	1.1428571	1.4436702	-0.3571429	3.2857143

MANPOWER MANAGEMENT/HRM ISSUES MEANS AND DELTAS

DESIG2=1

Variable Label	N	Mean	Std Dev	Minimum	Maximum
47QUES	47	7.1276596	1.9517776	2.0000000	10.0000000
47QUES	47	8.2127660	2.3306667	0	10.0000000
47DELTA	47	1.0851064	2.5692986	-6.0000000	7.0000000
48QUES	47	8.4680851	1.3649505	4.0000000	10.0000000
48QUES	47	8.5744681	1.4853587	4.0000000	10.0000000
48DELTA	47	0.1063830	1.8086031	-5.0000000	5.0000000
49QUES	47	7.3404255	1.7726987	3.0000000	10.0000000
49QUES	47	8.1702128	1.7485292	1.0000000	10.0000000
49DELTA	47	0.8297872	2.1601042	-6.0000000	4.0000000
50QUES	46	5.3913043	2.9998390	0	10.0000000
50QUES	46	7.1956522	2.8876716	0	10.0000000
50DELTA	46	1.8043478	3.1736384	-4.0000000	9.0000000
51QUES	47	7.3617021	1.8815527	2.0000000	10.0000000
51QUES	47	7.6808511	2.6218678	0	10.0000000
51DELTA	47	0.3191489	1.9236105	-4.0000000	5.0000000
52QUES	46	8.2608696	1.5977037	3.0000000	10.0000000
52QUES	46	8.6304348	2.2740927	0	10.0000000
52DELTA	47	0.3617021	0.4856879	0	1.0000000
ANPOWER	47	8.1914894	1.5271214	4.0000000	10.0000000
ANAGC	46	7.3333333	1.4869805	3.6666667	10.0000000
ANAGR	46	8.0833333	1.8441600	1.0000000	10.0000000
ANDELTA	46	0.7500000	1.8226117	-3.8333333	3.8333333

DESIG2=0C

Variable Label	N	Mean	Std Dev	Minimum	Maximum
47QUES	97	5.6597938	2.0508464	1.0000000	10.0000000
47QUES	97	7.7113402	1.8982380	0	10.0000000
47DELTA	97	2.0515464	2.1083719	-6.0000000	8.0000000
48QUES	97	8.0412371	1.4784390	4.0000000	10.0000000
48QUES	97	8.7422680	1.3638056	4.0000000	10.0000000
48DELTA	97	0.7010309	1.4154280	-6.0000000	4.0000000
49QUES	97	7.2783505	1.8356554	3.0000000	10.0000000
49QUES	97	8.4948454	1.2426761	4.0000000	10.0000000
49DELTA	97	1.2164948	1.6534484	-2.0000000	5.0000000
50QUES	96	3.7708333	2.4601205	0	8.0000000

50QUES	MANAGE LABOR RELATIONS/REQ	96	6.2500000	2.6596399	0	10.0000000
50DELTA	DELTA-MANAGE LABOR RELATIONS	96	2.4791667	2.6949433	-5.0000000	10.0000000
51QUES	MANG MULTI-CULT DIVRSTY/CUR	97	7.3711340	1.7097733	3.0000000	10.0000000
51QUES	MANG MULTI-CULT DIVRSTY/REQ	97	8.1134021	1.4921760	4.0000000	10.0000000
51DELTA	DELTA-MANAGE MULTI-CULT DIVERSITY	97	0.7422680	1.7986010	-6.0000000	6.0000000
52QUES	PROM ETHICL PRAC IN OPS/CUR	97	8.4432990	1.5136123	4.0000000	10.0000000
52QUES	PROM ETHICL PRAC IN OPS/REQ	97	8.9690722	1.3264427	3.0000000	10.0000000
52DELTA	DELTA-PROMOTE ETHICAL PRAC IN OPS	97	0.5154639	0.5023570	0	1.0000000
ANPOWER	MANPOWER/HUMAN RES MGMT	97	8.1649485	1.5524202	3.0000000	10.0000000
ANAGC	AGGREGATE--MANPOWER MGMT/HRM ISSUES/C	96	6.7534722	1.4098607	3.5000000	9.6666667
ANAGR	AGGREGATE--MANPOWER MGMT/HRM ISSUES/R	96	8.0434028	1.2021532	4.1666667	10.0000000
ANDELTA	AGGREGATE DELTA-- MANPOWER MGMT/HRM ISSU	96	1.2899306	1.3803646	-2.0000000	5.1666667

MANPOWER MANAGEMENT/HRM ISSUES MEANS AND DELTAS

DESIG2-MC

Variable Label	N	Mean	Std Dev	Minimum	Maximum
47QUES	153	5.8104575	2.4353527	0	10.0000000
47QUES	154	8.2012987	1.8091267	0	10.0000000
47DELTA	153	2.3921569	2.5629837	-7.0000000	9.0000000
48QUES	153	7.4052288	1.6836595	3.0000000	10.0000000
48QUES	154	8.5779221	1.4809574	2.0000000	10.0000000
48DELTA	153	1.1633987	1.8829481	-8.0000000	7.0000000
49QUES	153	6.8366013	1.9916190	0	10.0000000
49QUES	154	8.5129870	1.4562779	0	10.0000000
49DELTA	153	1.6666667	2.0390916	-5.0000000	7.0000000
50QUES	153	4.8366013	2.5941673	0	10.0000000
50QUES	154	7.3896104	2.4529872	0	10.0000000
50DELTA	153	2.5686275	2.9686181	-7.0000000	9.0000000
51QUES	153	7.0849673	1.9666553	2.0000000	10.0000000
51QUES	154	7.9805195	1.9917174	0	10.0000000
51DELTA	153	0.8888889	2.1750849	-9.0000000	6.0000000
52QUES	153	8.1895425	1.5293258	3.0000000	10.0000000
52QUES	154	8.9935065	1.3648087	4.0000000	10.0000000
52DELTA	154	0.4805195	0.5012505	0	1.0000000
ANPOWER	154	8.1493506	1.6872551	2.0000000	10.0000000
ANAGC	153	6.6938998	1.6217024	2.0000000	10.0000000
ANAGR	154	8.2759740	1.4284407	2.6666667	10.0000000
ANDELTA	153	1.5795207	1.6892207	-5.0000000	5.1666667

DESIG2-MSC_AH

Variable Label	N	Mean	Std Dev	Minimum	Maximum
47QUES	30	6.7666667	2.1764149	2.0000000	10.0000000
47QUES	29	8.4137931	1.1500696	6.0000000	10.0000000
47DELTA	29	1.7586207	1.8058471	-2.0000000	7.0000000
48QUES	30	8.1666667	1.5331584	4.0000000	10.0000000
48QUES	29	8.7931034	1.1141720	6.0000000	10.0000000
48DELTA	29	0.6896552	1.2846191	-2.0000000	5.0000000
49QUES	30	7.4666667	1.7564332	3.0000000	10.0000000
49QUES	29	8.4137931	1.1807153	5.0000000	10.0000000
49DELTA	29	1.0344828	1.6362579	-2.0000000	6.0000000
50QUES	30	5.2000000	2.6961019	0	10.0000000
50QUES	29	6.7241379	2.4333480	0	10.0000000
50DELTA	29	1.6896552	3.0484592	-5.0000000	10.0000000
51QUES	30	7.5666667	2.0457413	2.0000000	10.0000000
51QUES	29	8.0000000	2.1213203	1.0000000	10.0000000
51DELTA	29	0.5172414	1.9387162	-5.0000000	6.0000000
52QUES	30	8.4666667	1.5698305	5.0000000	10.0000000
52QUES	29	9.0344828	1.2672456	4.0000000	10.0000000
52DELTA	30	0.4333333	0.5040069	0	1.0000000
ANPOWER	30	8.1333333	1.7167197	4.0000000	10.0000000
ANAGC	30	7.2722222	1.6108369	3.0000000	10.0000000
ANAGR	29	8.2298851	1.2021919	4.3333333	10.0000000
ANDELTA	29	1.0517241	1.4814350	-1.6666667	6.1666667

MANPOWER MANAGEMENT/HRM ISSUES MEANS AND DELTAS

-----DESIG2=MSC_HCA-----

Variable Label	N	Mean	Std Dev	Minimum	Maximum
47QUES MNG CIV PER BY REG PROC/CUR	93	7.7204301	1.5348530	4.0000000	10.0000000
47QUES MNG CIV PER BY REG PROC/REQ	93	7.9677419	1.8618108	0	10.0000000
47DELTA DELTA-MANAGING CIV PERSONNEL	93	0.2473118	2.0937584	-7.0000000	5.0000000
48QUES MNG MIL PER BY REG PROC/CUR	93	8.3763441	1.3902923	5.0000000	10.0000000
48QUES MNG MIL PER BY REG PROC/REQ	93	8.3333333	1.5557281	1.0000000	10.0000000
48DELTA DELTA-MANAGING MIL PERSONNEL	93	-0.0430108	1.6412745	-8.0000000	5.0000000
49QUES EVAL MANPWR STAF NEEDS/CUR	92	7.8478261	1.5040954	4.0000000	10.0000000
49QUES EVAL MANPWR STAF NEEDS/REQ	92	8.2065217	1.4183882	1.0000000	10.0000000
49DELTA DELTA-EVAL MANPOWER STAFFING NEEDS	92	0.3586957	1.8432027	-8.0000000	4.0000000
50QUES MANAGE LABOR RELATIONS/CUR	93	6.5483871	2.2337146	0	10.0000000
50QUES MANAGE LABOR RELATIONS/REQ	93	7.2580645	2.3026602	0	10.0000000
50DELTA DELTA-MANAGE LABOR RELATIONS	93	0.7096774	2.4653276	-7.0000000	6.0000000
51QUES MANG MULTI-CULT DIVRSTY/CUR	93	7.8279570	1.8155348	3.0000000	10.0000000
51QUES MANG MULTI-CULT DIVRSTY/REQ	93	8.0107527	2.0296424	0	10.0000000
51DELTA DELTA-MANAGE MULTI-CULT DIVERSITY	93	0.1827957	2.0480438	-9.0000000	5.0000000
52QUES PROM ETHICL PRAC IN OPS/CUR	93	8.4838710	1.3957459	5.0000000	10.0000000
52QUES PROM ETHICL PRAC IN OPS/REQ	93	8.9139785	1.7109361	1.0000000	10.0000000
52DELTA DELTA-PROMOTE ETHICAL PRAC IN OPS	93	0.4516129	0.5003505	0	1.0000000
ANPOWER MANPOWER/HUMAN RES NGMT	93	7.9247312	1.6761535	2.0000000	10.0000000
ANAGC AGGREGATE--MANPOWER NGMT/HRM ISSUES/C	92	7.7844203	1.2892289	4.6666667	10.0000000
ANAGR AGGREGATE--MANPOWER NGMT/HRM ISSUES/R	92	8.1159420	1.4679605	1.0000000	10.0000000
ANDELTA AGGREGATE DELTA-- MANPOWER NGMT/HRM ISSU	92	0.3315217	1.5457008	-7.6666667	3.1666667

-----DESIG2=NC-----

Variable Label	N	Mean	Std Dev	Minimum	Maximum
47QUES MNG CIV PER BY REG PROC/CUR	50	7.1000000	1.7871423	3.0000000	10.0000000
47QUES MNG CIV PER BY REG PROC/REQ	50	8.7400000	1.7821106	0	10.0000000
47DELTA DELTA-MANAGING CIV PERSONNEL	50	1.6400000	2.0972285	-8.0000000	7.0000000
48QUES MNG MIL PER BY REG PROC/CUR	50	8.0600000	1.5440472	5.0000000	10.0000000
48QUES MNG MIL PER BY REG PROC/REQ	50	9.0200000	1.7201092	0	10.0000000
48DELTA DELTA-MANAGING MIL PERSONNEL	50	0.9600000	1.7491689	-6.0000000	5.0000000
49QUES EVAL MANPWR STAF NEEDS/CUR	50	7.8600000	2.1477088	1.0000000	10.0000000
49QUES EVAL MANPWR STAF NEEDS/REQ	50	9.1600000	1.4193991	3.0000000	10.0000000
49DELTA DELTA-EVAL MANPOWER STAFFING NEEDS	50	1.3000000	2.1404749	-5.0000000	6.0000000
50QUES MANAGE LABOR RELATIONS/CUR	50	5.6200000	2.3723750	0	10.0000000
50QUES MANAGE LABOR RELATIONS/REQ	50	8.1400000	2.3905426	0	10.0000000
50DELTA DELTA-MANAGE LABOR RELATIONS	50	2.5200000	2.8373601	-6.0000000	8.0000000
51QUES MANG MULTI-CULT DIVRSTY/CUR	50	7.6400000	1.8599978	3.0000000	10.0000000
51QUES MANG MULTI-CULT DIVRSTY/REQ	50	8.8800000	1.6738078	3.0000000	10.0000000
51DELTA DELTA-MANAGE MULTI-CULT DIVERSITY	50	1.2400000	1.8245491	-3.0000000	7.0000000
52QUES PROM ETHICL PRAC IN OPS/CUR	50	8.6800000	1.4061091	5.0000000	10.0000000
52QUES PROM ETHICL PRAC IN OPS/REQ	50	9.7200000	0.6712766	7.0000000	10.0000000
52DELTA DELTA-PROMOTE ETHICAL PRAC IN OPS	50	0.4600000	0.5034574	0	1.0000000
ANPOWER MANPOWER/HUMAN RES NGMT	50	8.8600000	1.4847524	4.0000000	10.0000000
ANAGC AGGREGATE--MANPOWER NGMT/HRM ISSUES/C	50	7.4933333	1.4305383	4.5000000	9.6666667
ANAGR AGGREGATE--MANPOWER NGMT/HRM ISSUES/R	50	8.9433333	1.4160603	3.3333333	10.0000000
ANDELTA AGGREGATE DELTA-- MANPOWER NGMT/HRM ISSU	50	1.4500000	1.5722401	-3.0000000	5.3333333

MANPOWER MANAGEMENT/HRM ISSUES MEANS AND DELTAS

-----DESIG2=OTHER-----

Variable Label	N	Mean	Std Dev	Minimum	Maximum
47QUES MNG CIV PER BY REG PROC/CUR	5	6.0000000	2.4494897	3.0000000	9.0000000
47QUES MNG CIV PER BY REG PROC/REQ	5	7.8000000	1.4832397	6.0000000	10.0000000
47DELTA DELTA-MANAGING CIV PERSONNEL	5	1.8000000	2.2803509	-1.0000000	5.0000000
48QUES MNG MIL PER BY REG PROC/CUR	5	7.8000000	1.6431677	5.0000000	9.0000000
48QUES MNG MIL PER BY REG PROC/REQ	5	9.0000000	1.0000000	8.0000000	10.0000000
48DELTA DELTA-MANAGING MIL PERSONNEL	5	1.2000000	1.3038405	0	3.0000000

49QUES	EVAL MANPWR STAF NEEDS/CUR	4	6.7500000	2.6299556	4.0000000	9.0000000
49QUES	EVAL MANPWR STAF NEEDS/REQ	4	8.7500000	0.9574271	8.0000000	10.0000000
49DELTA	DELTA-EVAL MANPOWER STAFFING NEEDS	4	2.0000000	3.1622777	-1.0000000	6.0000000
50QUES	MANAGE LABOR RELATIONS/CUR	5	4.0000000	2.0000000	2.0000000	7.0000000
50QUES	MANAGE LABOR RELATIONS/REQ	5	6.4000000	3.7815341	0	10.0000000
50DELTA	DELTA-MANAGE LABOR RELATIONS	5	2.4000000	4.1593269	-3.0000000	8.0000000
51QUES	MANG MULTI-CULT DIVRSTY/CUR	5	6.2000000	1.3038405	5.0000000	8.0000000
51QUES	MANG MULTI-CULT DIVRSTY/REQ	5	7.4000000	0.8944272	7.0000000	9.0000000
51DELTA	DELTA-MANAGE MULTI-CULT DIVERSITY	5	1.2000000	1.9235384	-1.0000000	4.0000000
52QUES	PROM ETHICL PRAC IN OPS/CUR	5	7.2000000	2.1679483	4.0000000	10.0000000
52QUES	PROM ETHICL PRAC IN OPS/REQ	5	8.6000000	0.8944272	8.0000000	10.0000000
52DELTA	DELTA-PROMOTE ETHICAL PRAC IN OPS	5	0.2000000	0.4472136	0	1.0000000
ANPOWER	MANPOWER/HUMAN RES MGMT	5	7.4000000	2.1908902	4.0000000	10.0000000
ANAGC	AGGREGATE--MANPOWER MGMT/HRM ISSUES/C	4	6.1666667	1.7533038	4.3333333	7.6666667
ANAGR	AGGREGATE--MANPOWER MGMT/HRM ISSUES/R	4	8.0000000	1.3810892	6.3333333	9.5000000
ANDELTA	AGGREGATE DELTA--MANPOWER MGMT/HRM ISSU	4	1.8333333	2.7250552	-1.3333333	5.1666667

COMMUNICATIONS ISSUES MEANS AND DELTAS

DESIG2=' /

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C53QUES	WRITING EFFECTIVELY/CUR	47	8.2765957	1.4551577	5.0000000	10.0000000
R53QUES	WRITING EFFECTIVELY/REQ	47	9.0638298	1.2230442	5.0000000	10.0000000
Q53DELTA	DELTA-WRITING EFFECTIVELY	47	0.7872340	1.7059508	-5.0000000	4.0000000
C54QUES	POS & NEG FEEDBACK/CUR	47	8.3404255	1.4784921	4.0000000	10.0000000
R54QUES	POS & NEG FEEDBACK/REQ	47	9.0638298	1.2230442	5.0000000	10.0000000
Q54DELTA	DELTA-POS & NEG FEEDBACK	47	0.7234043	1.7029658	-5.0000000	5.0000000
C55QUES	DELVR EFF ORAL PRES/CUR	47	8.2340426	1.4327348	4.0000000	10.0000000
R55QUES	DELVR EFF ORAL PRES/REQ	47	8.9148936	1.3804503	4.0000000	10.0000000
Q55DELTA	DELTA-DELVR EFF ORAL PRESENTATION	47	0.6808511	1.6695011	-4.0000000	5.0000000
C56QUES	LISTENING EFFECTIVELY/CUR	47	8.3617021	1.3898003	4.0000000	10.0000000
R56QUES	LISTENING EFFECTIVELY/REQ	47	9.2340426	1.0675605	6.0000000	10.0000000
Q56DELTA	DELTA-LISTENING EFFECTIVELY	47	0.8723404	1.3770956	-2.0000000	5.0000000
C57QUES	BLD WORK & SUPRT RELTN/CUR	47	7.6170213	1.8945367	0	10.0000000
R57QUES	BLD WORK & SUPRT RELTN/REQ	47	8.4680851	1.7674726	3.0000000	10.0000000
Q57DELTA	DELTA-BUILD WORKING & SUPPORT RELAT	47	0.8510638	1.8530671	-4.0000000	5.0000000
C58QUES	REP ORGN TO EXTRNL GRP/CUR	47	7.7659574	2.0239089	0	10.0000000
R58QUES	REP ORGN TO EXTRNL GRP/REQ	47	8.2765957	2.3003036	0	10.0000000
Q58DELTA	DELTA-REPRESENT ORG TO EXTERNAL GRPS	47	0.5106383	1.9986119	-5.0000000	4.0000000
C59QUES	CLIMATE OF OPEN COMM/CUR	47	8.7446809	1.2418094	6.0000000	10.0000000
R59QUES	CLIMATE OF OPEN COMM/REQ	47	9.3191489	1.1814947	5.0000000	10.0000000
Q59DELTA	DELTA-CLIMATE OF OPEN COMMUNICATIONS	47	0.5744681	1.3309800	-4.0000000	3.0000000
C60QUES	CONDUCT MEETINGS EFF/CUR	47	8.3191489	1.3530382	5.0000000	10.0000000
R60QUES	CONDUCT MEETINGS EFF/REQ	47	9.0000000	1.6550319	2.0000000	10.0000000
Q60DELTA	DELTA-CONDUCT MEETINGS EFFECTIVELY	47	0.6808511	2.0862530	-7.0000000	5.0000000
COMM	COMMUNICATION	47	9.0425532	1.7931930	2.0000000	10.0000000
COMAGC	AGGREGATE--COMMUNICATIONS/C	47	8.2074468	1.1159895	5.3750000	10.0000000
COMAGR	AGGREGATE--COMMUNICATIONS/R	47	8.9175532	1.1356012	5.2500000	10.0000000
COMDELTA	AGGREGATE DELTA--COMMUNICATIONS	47	0.7101064	1.3571235	-3.7500000	3.5000000

DESIG2=DC

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C53QUES	WRITING EFFECTIVELY/CUR	97	8.2886598	1.4430780	4.0000000	10.0000000
R53QUES	WRITING EFFECTIVELY/REQ	97	9.1340206	1.1051854	5.0000000	10.0000000
Q53DELTA	DELTA-WRITING EFFECTIVELY	97	0.8453608	1.5366373	-3.0000000	5.0000000
C54QUES	POS & NEG FEEDBACK/CUR	97	8.1340206	1.3040711	5.0000000	10.0000000
R54QUES	POS & NEG FEEDBACK/REQ	97	9.1134021	1.0495663	6.0000000	10.0000000
Q54DELTA	DELTA-POS & NEG FEEDBACK	97	0.9793814	1.3842822	-2.0000000	5.0000000
C55QUES	DELVR EFF ORAL PRES/CUR	97	7.5773196	1.5931824	3.0000000	10.0000000
R55QUES	DELVR EFF ORAL PRES/REQ	97	8.9072165	1.1372708	5.0000000	10.0000000
Q55DELTA	DELTA-DELVR EFF ORAL PRESENTATION	97	1.3298969	1.7661260	-3.0000000	7.0000000
C56QUES	LISTENING EFFECTIVELY/CUR	97	8.1958763	1.3278991	5.0000000	10.0000000
R56QUES	LISTENING EFFECTIVELY/REQ	97	9.3092784	0.9394239	6.0000000	10.0000000
Q56DELTA	DELTA-LISTENING EFFECTIVELY	97	1.1134021	1.4059123	-2.0000000	5.0000000
C57QUES	BLD WORK & SUPRT RELTN/CUR	97	7.3092784	1.8048593	2.0000000	10.0000000

R57QUES	BLD WORK & SUPRT RELTN/REQ	97	8.5670103	1.1806356	5.0000000	10.0000000
Q57DELTA	DELTA-BUILD WORKING & SUPPORT RELAT	97	1.2577320	1.6411273	-3.0000000	5.0000000
C58QUES	REP ORGN TO EXTRNL GRP/CUR	97	7.0515464	2.0123118	1.0000000	10.0000000
R58QUES	REP ORGN TO EXTRNL GRP/REQ	97	8.1752577	1.6138096	0	10.0000000
Q58DELTA	DELTA-REPRESENT ORG TO EXTERNAL GRPS	97	1.1237113	1.9698653	-6.0000000	8.0000000
C59QUES	CLIMATE OF OPEN COMM/CUR	97	8.4329897	1.4993555	3.0000000	10.0000000
R59QUES	CLIMATE OF OPEN COMM/REQ	97	9.1340206	1.0065294	6.0000000	10.0000000
Q59DELTA	DELTA-CLIMATE OF OPEN COMMUNICATIONS	97	0.7010309	1.3003601	-2.0000000	5.0000000
C60QUES	CONDUCT MEETINGS EFF/CUR	97	7.5670103	1.5268924	4.0000000	10.0000000
R60QUES	CONDUCT MEETINGS EFF/REQ	97	8.9072165	1.0112129	6.0000000	10.0000000
Q60DELTA	DELTA-CONDUCT MEETINGS EFFECTIVELY	97	1.3402062	1.5538031	-2.0000000	5.0000000
COMM	COMMUNICATION	97	8.8144330	1.5964146	1.0000000	10.0000000
COMAGC	AGGREGATE--COMMUNICATIONS/C	97	7.8195876	1.2020719	4.8750000	10.0000000
COMAGR	AGGREGATE--COMMUNICATIONS/R	97	8.9059278	0.8864634	5.8750000	10.0000000
CONDELTA	AGGREGATE DELTA--COMMUNICATIONS	97	1.0863402	1.2045596	-1.6250000	4.2500000

COMMUNICATIONS ISSUES MEANS AND DELTAS

DESIG2=NC

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C53QUES	WRITING EFFECTIVELY/CUR	153	8.4444444	1.3469697	3.0000000	10.0000000
R53QUES	WRITING EFFECTIVELY/REQ	154	9.1883117	1.0892792	5.0000000	10.0000000
Q53DELTA	DELTA-WRITING EFFECTIVELY	153	0.7385621	1.3463950	-4.0000000	7.0000000
C54QUES	POS & NEG FEEDBACK/CUR	153	7.9150327	1.5515176	3.0000000	10.0000000
R54QUES	POS & NEG FEEDBACK/REQ	154	9.1298701	1.2351142	0	10.0000000
Q54DELTA	DELTA-POS & NEG FEEDBACK	153	1.2091503	1.7831580	-10.0000000	7.0000000
C55QUES	DELVR EFF ORAL PRES/CUR	153	7.9869281	1.4999427	3.0000000	10.0000000
R55QUES	DELVR EFF ORAL PRES/REQ	154	9.0584416	1.0112893	5.0000000	10.0000000
Q55DELTA	DELTA-DELVR EFF ORAL PRESENTATION	153	1.0653595	1.5289883	-2.0000000	7.0000000
C56QUES	LISTENING EFFECTIVELY/CUR	153	8.1503268	1.6810525	1.0000000	10.0000000
R56QUES	LISTENING EFFECTIVELY/REQ	154	9.2727273	1.0619548	3.0000000	10.0000000
Q56DELTA	DELTA-LISTENING EFFECTIVELY	153	1.1176471	1.8243282	-4.0000000	9.0000000
C57QUES	BLD WORK & SUPRT RELTN/CUR	152	7.4868421	1.9966424	0	10.0000000
R57QUES	BLD WORK & SUPRT RELTN/REQ	153	8.8431373	1.4423922	0	10.0000000
Q57DELTA	DELTA-BUILD WORKING & SUPPORT RELAT	152	1.3486842	1.9403689	-4.0000000	7.0000000
C58QUES	REP ORGN TO EXTRNL GRP/CUR	153	7.5555556	2.0611982	1.0000000	10.0000000
R58QUES	REP ORGN TO EXTRNL GRP/REQ	154	8.6103896	1.6221977	0	10.0000000
Q58DELTA	DELTA-REPRESENT ORG TO EXTERNAL GRPS	153	1.0457516	1.8401225	-4.0000000	7.0000000
C59QUES	CLIMATE OF OPEN COMM/CUR	153	8.4313725	1.3217050	5.0000000	10.0000000
R59QUES	CLIMATE OF OPEN COMM/REQ	154	9.2272727	1.0448925	5.0000000	10.0000000
Q59DELTA	DELTA-CLIMATE OF OPEN COMMUNICATIONS	153	0.7908497	1.2174909	-1.0000000	5.0000000
C60QUES	CONDUCT MEETINGS EFF/CUR	153	7.9934641	1.4349800	4.0000000	10.0000000
R60QUES	CONDUCT MEETINGS EFF/REQ	154	9.0649351	1.1528613	3.0000000	10.0000000
Q60DELTA	DELTA-CONDUCT MEETINGS EFFECTIVELY	153	1.0653595	1.4941694	-3.0000000	6.0000000
COMM	COMMUNICATION	154	8.7077922	1.8468320	2.0000000	10.0000000
COMAGC	AGGREGATE--COMMUNICATIONS/C	152	8.0049342	1.1984297	4.7500000	10.0000000
COMAGR	AGGREGATE--COMMUNICATIONS/R	153	9.0506536	0.9289565	5.6250000	10.0000000
CONDELTA	AGGREGATE DELTA--COMMUNICATIONS	152	1.0394737	1.1691946	-1.7500000	4.7500000

DESIG2=NSC_AH

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C53QUES	WRITING EFFECTIVELY/CUR	30	8.4333333	1.3565507	4.0000000	10.0000000
R53QUES	WRITING EFFECTIVELY/REQ	29	8.9310345	0.9975339	7.0000000	10.0000000
Q53DELTA	DELTA-WRITING EFFECTIVELY	29	0.5517241	1.4537195	-2.0000000	5.0000000
C54QUES	POS & NEG FEEDBACK/CUR	30	8.4000000	1.3025175	5.0000000	10.0000000
R54QUES	POS & NEG FEEDBACK/REQ	29	9.0689655	1.0667385	6.0000000	10.0000000
Q54DELTA	DELTA-POS & NEG FEEDBACK	29	0.7241379	1.5328906	-2.0000000	5.0000000
C55QUES	DELVR EFF ORAL PRES/CUR	30	8.3333333	1.3978637	5.0000000	10.0000000
R55QUES	DELVR EFF ORAL PRES/REQ	29	8.9310345	1.0327161	6.0000000	10.0000000
Q55DELTA	DELTA-DELVR EFF ORAL PRESENTATION	29	0.6551724	1.6534782	-3.0000000	5.0000000
C56QUES	LISTENING EFFECTIVELY/CUR	30	8.3666667	1.2994252	5.0000000	10.0000000
R56QUES	LISTENING EFFECTIVELY/REQ	29	9.2068966	0.9775812	6.0000000	10.0000000
Q56DELTA	DELTA-LISTENING EFFECTIVELY	29	0.8965517	1.3975700	-2.0000000	5.0000000
C57QUES	BLD WORK & SUPRT RELTN/CUR	30	8.0666667	1.7798360	1.0000000	10.0000000
R57QUES	BLD WORK & SUPRT RELTN/REQ	29	8.8275862	1.3111872	6.0000000	10.0000000

Q57DELTA	DELTA-BUILD WORKING & SUPPORT RELAT	29	0.8275862	1.8335945	-1.0000000	9.0000000
C58QUES	REP ORGN TO EXTRNL GRP/CUR	30	7.9666667	1.6501480	5.0000000	10.0000000
R58QUES	REP ORGN TO EXTRNL GRP/REQ	29	8.5172414	1.5950972	4.0000000	10.0000000
Q58DELTA	DELTA-REPRESENT ORG TO EXTERNAL GRPS	29	0.6206897	1.3205462	-2.0000000	4.0000000
C59QUES	CLIMATE OF OPEN COMM/CUR	30	8.7000000	1.2905492	6.0000000	10.0000000
R59QUES	CLIMATE OF OPEN COMM/REQ	29	9.1379310	1.0255360	6.0000000	10.0000000
Q59DELTA	DELTA-CLIMATE OF OPEN COMMUNICATIONS	29	0.4827586	1.2427127	-2.0000000	4.0000000
C60QUES	CONDUCT MEETINGS EFF/CUR	30	8.4333333	1.3308886	6.0000000	10.0000000
R60QUES	CONDUCT MEETINGS EFF/REQ	29	8.8620690	1.0597890	6.0000000	10.0000000
Q60DELTA	DELTA-CONDUCT MEETINGS EFFECTIVELY	29	0.4827586	1.1218827	-2.0000000	3.0000000
COMM	COMMUNICATION	30	8.7000000	2.2151516	1.0000000	10.0000000
COMAGC	AGGREGATE--COMMUNICATIONS/C	30	8.3375000	1.1400573	4.7500000	10.0000000
COMAGR	AGGREGATE--COMMUNICATIONS/R	29	8.9353448	0.9411362	6.6250000	10.0000000
COMDELTA	AGGREGATE DELTA--COMMUNICATIONS	29	0.6551724	1.1899201	-1.2500000	5.0000000

COMMUNICATIONS ISSUES MEANS AND DELTAS

DESIG2=MSC_HCA

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C53QUES	WRITING EFFECTIVELY/CUR	93	8.7526882	1.0999596	5.0000000	10.0000000
R53QUES	WRITING EFFECTIVELY/REQ	93	9.3763441	0.7359404	8.0000000	10.0000000
Q53DELTA	DELTA-WRITING EFFECTIVELY	93	0.6236559	1.1412615	-2.0000000	4.0000000
C54QUES	POS & NEG FEEDBACK/CUR	93	8.3870968	1.2071549	5.0000000	10.0000000
R54QUES	POS & NEG FEEDBACK/REQ	93	9.1612903	0.9474258	5.0000000	10.0000000
Q54DELTA	DELTA-POS & NEG FEEDBACK	93	0.7741935	1.2347243	-3.0000000	4.0000000
C55QUES	DELVR EFF ORAL PRES/CUR	93	8.4408602	1.3060211	4.0000000	10.0000000
R55QUES	DELVR EFF ORAL PRES/REQ	93	9.2258065	0.9794523	5.0000000	10.0000000
Q55DELTA	DELTA-DELV EFF ORAL PRESENTATION	93	0.7849462	1.5169296	-2.0000000	6.0000000
C56QUES	LISTENING EFFECTIVELY/CUR	93	8.3440860	1.5071902	3.0000000	10.0000000
R56QUES	LISTENING EFFECTIVELY/REQ	93	9.3870968	0.8474034	7.0000000	10.0000000
Q56DELTA	DELTA-LISTENING EFFECTIVELY	93	1.0430108	1.6610236	-2.0000000	6.0000000
C57QUES	BLD WORK & SUPRT RELTN/CUR	93	7.9139785	1.5226972	3.0000000	10.0000000
R57QUES	BLD WORK & SUPRT RELTN/REQ	93	8.7956989	1.2296972	4.0000000	10.0000000
Q57DELTA	DELTA-BUILD WORKING & SUPPORT RELAT	93	0.8817204	1.6930129	-3.0000000	6.0000000
C58QUES	REP ORGN TO EXTRNL GRP/CUR	93	8.2150538	1.5240782	3.0000000	10.0000000
R58QUES	REP ORGN TO EXTRNL GRP/REQ	93	8.8817204	1.2234081	4.0000000	10.0000000
Q58DELTA	DELTA-REPRESENT ORG TO EXTERNAL GRPS	93	0.6666667	1.6038902	-3.0000000	6.0000000
C59QUES	CLIMATE OF OPEN COMM/CUR	93	8.7741935	1.1527758	6.0000000	10.0000000
R59QUES	CLIMATE OF OPEN COMM/REQ	93	9.2688172	0.8614924	6.0000000	10.0000000
Q59DELTA	DELTA-CLIMATE OF OPEN COMMUNICATIONS	93	0.4946237	1.1852688	-2.0000000	4.0000000
C60QUES	CONDUCT MEETINGS EFF/CUR	92	8.3152174	1.2918115	5.0000000	10.0000000
R60QUES	CONDUCT MEETINGS EFF/REQ	93	9.0322581	0.9606566	6.0000000	10.0000000
Q60DELTA	DELTA-CONDUCT MEETINGS EFFECTIVELY	92	0.7173913	1.2866695	-3.0000000	4.0000000
COMM	COMMUNICATION	93	8.7956989	1.8448468	1.0000000	10.0000000
COMAGC	AGGREGATE--COMMUNICATIONS/C	92	8.3994565	0.9693516	6.1250000	10.0000000
COMAGR	AGGREGATE--COMMUNICATIONS/R	93	9.1411290	0.7214272	7.2500000	10.0000000
COMDELTA	AGGREGATE DELTA--COMMUNICATIONS	92	0.7377717	1.0637412	-2.0000000	3.2500000

DESIG2=NC

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C53QUES	WRITING EFFECTIVELY/CUR	50	8.5000000	1.2330483	5.0000000	10.0000000
R53QUES	WRITING EFFECTIVELY/REQ	50	9.6000000	0.6388766	8.0000000	10.0000000
Q53DELTA	DELTA-WRITING EFFECTIVELY	50	1.1000000	1.2657175	-1.0000000	4.0000000
C54QUES	POS & NEG FEEDBACK/CUR	50	8.7400000	1.0843977	7.0000000	10.0000000
R54QUES	POS & NEG FEEDBACK/REQ	50	9.6200000	0.7795865	7.0000000	10.0000000
Q54DELTA	DELTA-POS & NEG FEEDBACK	50	0.8800000	1.1364104	-1.0000000	3.0000000
C55QUES	DELVR EFF ORAL PRES/CUR	50	8.0200000	1.5049578	4.0000000	10.0000000
R55QUES	DELVR EFF ORAL PRES/REQ	50	9.4600000	1.0343094	6.0000000	10.0000000
Q55DELTA	DELTA-DELV EFF ORAL PRESENTATION	50	1.4400000	1.5670068	-2.0000000	5.0000000
C56QUES	LISTENING EFFECTIVELY/CUR	50	8.7600000	1.3180072	5.0000000	10.0000000
R56QUES	LISTENING EFFECTIVELY/REQ	50	9.8400000	0.4677344	8.0000000	10.0000000
Q56DELTA	DELTA-LISTENING EFFECTIVELY	50	1.0800000	1.3223356	0	5.0000000
C57QUES	BLD WORK & SUPRT RELTN/CUR	50	7.8800000	1.9654153	3.0000000	10.0000000
R57QUES	BLD WORK & SUPRT RELTN/REQ	50	9.5400000	0.8134080	7.0000000	10.0000000
Q57DELTA	DELTA-BUILD WORKING & SUPPORT RELAT	50	1.6600000	1.9336969	0	7.0000000

C58QUES	REP ORGN TO EXTRNL GRP/CUR	50	8.2000000	1.6035675	4.0000000	10.0000000
R58QUES	REP ORGN TO EXTRNL GRP/REQ	50	9.2800000	1.2295677	5.0000000	10.0000000
Q58DELTA	DELTA-REPRESENT ORG TO EXTERNAL GRPS	50	1.0800000	1.6142225	-2.0000000	6.0000000
C59QUES	CLIMATE OF OPEN COMM/CUR	50	8.9200000	1.1752551	6.0000000	10.0000000
R59QUES	CLIMATE OF OPEN COMM/REQ	50	9.7600000	0.5910903	8.0000000	10.0000000
Q59DELTA	DELTA-CLIMATE OF OPEN COMMUNICATIONS	50	0.8400000	1.0758955	-1.0000000	4.0000000
C60QUES	CONDUCT MEETINGS EFF/CUR	50	8.5600000	1.2480188	6.0000000	10.0000000
R60QUES	CONDUCT MEETINGS EFF/REQ	50	9.5000000	1.0151907	5.0000000	10.0000000
Q60DELTA	DELTA-CONDUCT MEETINGS EFFECTIVELY	50	0.9400000	1.0956314	-1.0000000	4.0000000
COMM	COMMUNICATION	50	9.0400000	1.7838276	3.0000000	10.0000000
COMAGC	AGGREGATE--COMMUNICATIONS/C	50	8.4475000	1.0467668	6.1250000	10.0000000
COMAGR	AGGREGATE--COMMUNICATIONS/R	50	9.5750000	0.6045111	7.5000000	10.0000000
COMDELTA	AGGREGATE DELTA--COMMUNICATIONS	50	1.1275000	0.9908671	-0.1250000	2.8750000

COMMUNICATIONS ISSUES MEANS AND DELTAS

DESIG2=OTHER

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C53QUES	WRITING EFFECTIVELY/CUR	5	8.8000000	1.0954451	8.0000000	10.0000000
R53QUES	WRITING EFFECTIVELY/REQ	5	9.0000000	1.4142136	7.0000000	10.0000000
Q53DELTA	DELTA-WRITING EFFECTIVELY	5	0.2000000	1.0954451	-1.0000000	2.0000000
C54QUES	POS & NEG FEEDBACK/CUR	5	7.4000000	1.5165751	5.0000000	9.0000000
R54QUES	POS & NEG FEEDBACK/REQ	5	9.4000000	0.8944272	8.0000000	10.0000000
Q54DELTA	DELTA-POS & NEG FEEDBACK	5	2.0000000	0.7071068	1.0000000	3.0000000
C55QUES	DELVR EFF ORAL PRES/CUR	5	8.6000000	0.8944272	8.0000000	10.0000000
R55QUES	DELVR EFF ORAL PRES/REQ	5	8.8000000	1.3038405	7.0000000	10.0000000
Q55DELTA	DELTA-DELV EFF ORAL PRESENTATION	5	0.2000000	1.0954451	-1.0000000	2.0000000
C56QUES	LISTENING EFFECTIVELY/CUR	5	7.0000000	1.0000000	6.0000000	8.0000000
R56QUES	LISTENING EFFECTIVELY/REQ	5	9.4000000	0.8944272	8.0000000	10.0000000
Q56DELTA	DELTA-LISTENING EFFECTIVELY	5	2.4000000	1.1401754	1.0000000	4.0000000
C57QUES	BLD WORK & SUPRT RELTN/CUR	5	7.4000000	1.1401754	6.0000000	9.0000000
R57QUES	BLD WORK & SUPRT RELTN/REQ	5	8.6000000	0.5477226	8.0000000	9.0000000
Q57DELTA	DELTA-BUILD WORKING & SUPPORT RELAT	5	1.2000000	1.0954451	0	3.0000000
C58QUES	REP ORGN TO EXTRNL GRP/CUR	5	7.8000000	1.3038405	6.0000000	9.0000000
R58QUES	REP ORGN TO EXTRNL GRP/REQ	5	8.2000000	0.8366600	7.0000000	9.0000000
Q58DELTA	DELTA-REPRESENT ORG TO EXTERNAL GRPS	5	0.4000000	1.5165751	-1.0000000	3.0000000
C59QUES	CLIMATE OF OPEN COMM/CUR	5	8.0000000	0.7071068	7.0000000	9.0000000
R59QUES	CLIMATE OF OPEN COMM/REQ	5	9.0000000	1.0000000	8.0000000	10.0000000
Q59DELTA	DELTA-CLIMATE OF OPEN COMMUNICATIONS	5	1.0000000	0.7071068	0	2.0000000
C60QUES	CONDUCT MEETINGS EFF/CUR	5	7.8000000	0.4472136	7.0000000	8.0000000
R60QUES	CONDUCT MEETINGS EFF/REQ	5	9.0000000	1.0000000	8.0000000	10.0000000
Q60DELTA	DELTA-CONDUCT MEETINGS EFFECTIVELY	5	1.2000000	1.0954451	0	2.0000000
COMM	COMMUNICATION	5	8.0000000	0.7071068	7.0000000	9.0000000
COMAGC	AGGREGATE--COMMUNICATIONS/C	5	7.8500000	0.7974569	7.0000000	8.7500000
COMAGR	AGGREGATE--COMMUNICATIONS/R	5	8.9250000	0.8551316	7.8750000	9.7500000
COMDELTA	AGGREGATE DELTA--COMMUNICATIONS	5	1.0750000	0.8319781	0.3750000	2.5000000

FINANCIAL MANAGEMENT MEANS AND DELTAS

RANK1=

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C1QUES	INTERP FINAN STATEMNTS/CUR	3	4.6666667	2.5166115	2.0000000	7.0000000
R1QUES	INTERP FINAN STATEMNTS/REQ	3	7.0000000	2.6457513	4.0000000	9.0000000
Q1DELTA	DELTA-INTERP FINAN STATEMNTS	3	2.3333333	0.5773503	2.0000000	3.0000000
C2QUES	RECOG FUNDNG SOURCES/CUR	3	5.3333333	1.5275252	4.0000000	7.0000000
R2QUES	RECOG FUNDNG SOURCES/REQ	3	7.0000000	2.6457513	4.0000000	9.0000000
Q2DELTA	DELTA-RECOG FUNDING SOURCES	3	1.6666667	2.5166115	-1.0000000	4.0000000
C3QUES	EVAL OPER & CAP BUDGETS/CUR	3	6.0000000	1.0000000	5.0000000	7.0000000
R3QUES	EVAL OPER & CAP BUDGETS/REQ	3	5.6666667	2.0816660	4.0000000	8.0000000
Q3DELTA	DELTA-EVAL OPER & CAP BUDGETS	3	-0.3333333	1.1547005	-1.0000000	1.0000000
C4QUES	RES MGMT ADV & DRMBK/CUR	3	4.0000000	2.6457513	2.0000000	7.0000000
R4QUES	RES MGMT ADV & DRMBK/REQ	3	6.6666667	3.0550505	4.0000000	10.0000000
Q4DELTA	DELTA-RESOURCE MGMT ADV & DRAHBCKS	3	2.6666667	0.5773503	2.0000000	3.0000000
C5QUES	MAX BEN FROM REIMBR/CUR	3	4.6666667	1.5275252	3.0000000	6.0000000
R5QUES	MAX BEN FROM REIMBR/REQ	3	7.3333333	3.0550505	4.0000000	10.0000000
Q5DELTA	DELTA-MAX BEN FROM REIMBR	3	2.6666667	3.2145503	-1.0000000	5.0000000

C6QUES	WORK W/PROCUREMENT SYS/CUR	3	5.000000	1.000000	4.000000	6.000000
R6QUES	WORK W/PROCUREMENT SYS/REQ	3	6.333333	2.081666	4.000000	8.000000
Q6DELTA	DELTA-WORK W/PROCUREMENT SYSTEM	3	1.333333	1.154700	0	2.000000
C7QUES	COST-BENFT ANAL TECH/CUR	3	6.666667	1.154700	6.000000	8.000000
R7QUES	COST-BENFT ANAL TECH/REQ	3	6.666667	3.055050	4.000000	10.000000
Q7DELTA	DELTA-COST/BENEFIT ANAL TECH	3	0	2.000000	-2.000000	2.000000
FINMGMT	FINANCIAL/RESOURCE MGMT	3	7.666667	1.527525	6.000000	9.000000
FINAGC	AGGREGATE--FINANCIAL/C	3	5.190476	1.459195	4.142857	6.857142
FINAGR	AGGREGATE--FINANCIAL/R	3	6.666667	2.576714	4.000000	9.142857
FINDELTA	AGGREGATE DELTA--FINANCIAL	3	1.476190	1.402136	-0.142857	2.285714

----- RANK1=ADM -----

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C1QUES	INTERP FINAN STATEMENTS/CUR	10	8.100000	1.728840	5.000000	10.000000
R1QUES	INTERP FINAN STATEMENTS/REQ	10	8.900000	1.449137	6.000000	10.000000
Q1DELTA	DELTA-INTERP FINAN STATEMENTS	10	0.800000	2.043961	-2.000000	5.000000
C2QUES	RECOG FUNDNG SOURCES/CUR	10	8.000000	1.490712	6.000000	10.000000
R2QUES	RECOG FUNDNG SOURCES/REQ	10	8.900000	1.100504	7.000000	10.000000
Q2DELTA	DELTA-RECOG FUNDING SOURCES	10	0.900000	1.595131	-2.000000	3.000000
C3QUES	EVAL OPER & CAP BUDGETS/CUR	10	8.500000	1.433720	6.000000	10.000000
R3QUES	EVAL OPER & CAP BUDGETS/REQ	10	9.200000	1.032795	7.000000	10.000000
Q3DELTA	DELTA-EVAL OPER & CAP BUDGETS	10	0.700000	1.828782	-2.000000	4.000000
C4QUES	RES MGMT ADV & DRWBS/CUR	10	7.700000	2.213594	3.000000	10.000000
R4QUES	RES MGMT ADV & DRWBS/REQ	10	9.300000	0.823272	8.000000	10.000000
Q4DELTA	DELTA-RESOURCE MGMT ADV & DRAWBACKS	10	1.600000	2.011080	0	6.000000
C5QUES	MAX BEN FROM REIMBR/CUR	10	7.200000	2.043961	3.000000	10.000000
R5QUES	MAX BEN FROM REIMBR/REQ	10	8.700000	1.567021	5.000000	10.000000
Q5DELTA	DELTA-MAX BEN FROM REIMBR	10	1.500000	2.368778	-2.000000	6.000000
C6QUES	WORK W/PROCUREMENT SYS/CUR	10	6.000000	1.825741	3.000000	8.000000
R6QUES	WORK W/PROCUREMENT SYS/REQ	10	7.400000	1.646545	5.000000	10.000000
Q6DELTA	DELTA-WORK W/PROCUREMENT SYSTEM	10	1.400000	2.221108	-2.000000	6.000000
C7QUES	COST-BENFT ANAL TECH/CUR	10	8.000000	1.414213	5.000000	10.000000
R7QUES	COST-BENFT ANAL TECH/REQ	10	9.000000	1.054092	7.000000	10.000000
Q7DELTA	DELTA-COST/BENEFIT ANAL TECH	10	1.000000	1.247219	-1.000000	3.000000
FINMGMT	FINANCIAL/RESOURCE MGMT	10	8.700000	1.059349	7.000000	10.000000
FINAGC	AGGREGATE--FINANCIAL/C	10	7.642857	1.159110	5.857142	9.285714
FINAGR	AGGREGATE--FINANCIAL/R	10	8.771428	0.860311	7.000000	9.857142
FINDELTA	AGGREGATE DELTA--FINANCIAL	10	1.128571	1.443493	-1.285714	3.142857

FINANCIAL MANAGEMENT MEANS AND DELTAS

----- RANK1=CAPT -----

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C1QUES	INTERP FINAN STATEMENTS/CUR	310	5.370967	2.343025	0	10.000000
R1QUES	INTERP FINAN STATEMENTS/REQ	311	7.395498	1.859893	0	10.000000
Q1DELTA	DELTA-INTERP FINAN STATEMENTS	309	2.019417	2.371286	-5.000000	8.000000
C2QUES	RECOG FUNDNG SOURCES/CUR	311	5.900321	2.493805	0	10.000000
R2QUES	RECOG FUNDNG SOURCES/REQ	312	7.971153	1.753948	0	10.000000
Q2DELTA	DELTA-RECOG FUNDING SOURCES	311	2.083601	2.483381	-5.000000	8.000000
C3QUES	EVAL OPER & CAP BUDGETS/CUR	311	5.662379	2.494865	0	10.000000
R3QUES	EVAL OPER & CAP BUDGETS/REQ	311	7.623794	2.134950	0	10.000000
Q3DELTA	DELTA-EVAL OPER & CAP BUDGETS	310	1.954838	2.621400	-6.000000	8.000000
C4QUES	RES MGMT ADV & DRWBS/CUR	308	5.061688	2.684148	0	10.000000
R4QUES	RES MGMT ADV & DRWBS/REQ	308	7.253246	2.769215	0	10.000000
Q4DELTA	DELTA-RESOURCE MGMT ADV & DRAWBACKS	307	2.198697	2.676989	-7.000000	10.000000
C5QUES	MAX BEN FROM REIMBR/CUR	306	4.284313	2.943325	0	10.000000
R5QUES	MAX BEN FROM REIMBR/REQ	306	6.450980	3.028695	0	10.000000
Q5DELTA	DELTA-MAX BEN FROM REIMBR	305	2.167213	2.930371	-6.000000	10.000000
C6QUES	WORK W/PROCUREMENT SYS/CUR	310	4.606451	2.503064	0	10.000000
R6QUES	WORK W/PROCUREMENT SYS/REQ	312	6.621794	2.344434	0	10.000000
Q6DELTA	DELTA-WORK W/PROCUREMENT SYSTEM	310	2.025806	2.682674	-5.000000	10.000000
C7QUES	COST-BENFT ANAL TECH/CUR	311	5.446945	2.635290	0	10.000000
R7QUES	COST-BENFT ANAL TECH/REQ	312	7.266025	2.263167	0	10.000000
Q7DELTA	DELTA-COST/BENEFIT ANAL TECH	311	1.829582	2.612604	-9.000000	10.000000
FINMGMT	FINANCIAL/RESOURCE MGMT	312	7.910256	1.656602	1.000000	10.000000

FINAGC	AGGREGATE--FINANCIAL/C	304	5.2039474	2.1354170	0.1428571	10.0000000
FINAGR	AGGREGATE--FINANCIAL/R	305	7.2351288	1.8895338	0	10.0000000
FINDLTA	AGGREGATE DELTA--FINANCIAL	302	2.0293283	2.2381330	-4.5714286	8.0000000

RANK1=CDR

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C1QUES	INTERP FINAN STATEMNTS/CUR	96	5.1666667	2.6543576	0	10.0000000
R1QUES	INTERP FINAN STATEMNTS/REQ	96	7.3750000	1.8310193	3.0000000	10.0000000
Q1DELTA	DELTA-INTERP FINAN STATEMNTS	96	2.2083333	2.9232882	-5.0000000	8.0000000
C2QUES	RECOG FUNDNG SOURCES/CUR	96	5.5416667	2.7257705	0	10.0000000
R2QUES	RECOG FUNDNG SOURCES/REQ	96	7.8854167	1.7282166	2.0000000	10.0000000
Q2DELTA	DELTA-RECOG FUNDING SOURCES	96	2.3437500	2.8684422	-3.0000000	10.0000000
C3QUES	EVAL OPER & CAP BUDGETS/CUR	96	5.1770833	2.8022352	0	10.0000000
R3QUES	EVAL OPER & CAP BUDGETS/REQ	96	7.4166667	2.0399518	0	10.0000000
Q3DELTA	DELTA-EVAL OPER & CAP BUDGETS	96	2.2395833	2.9549060	-5.0000000	10.0000000
C4QUES	RES MGMT ADV & DRMBK/CUR	96	4.9687500	2.4211921	0	10.0000000
R4QUES	RES MGMT ADV & DRMBK/REQ	96	7.2395833	2.5823074	0	10.0000000
Q4DELTA	DELTA-RESOURCE MGMT ADV & DRAWBACKS	96	2.2708333	3.0658704	-10.0000000	10.0000000
C5QUES	MAX BEN FROM REIMBR/CUR	95	4.5052632	3.0172331	0	10.0000000
R5QUES	MAX BEN FROM REIMBR/REQ	95	6.6210526	3.0183092	0	10.0000000
Q5DELTA	DELTA-MAX BEN FROM REIMBR	95	2.1157895	3.4328301	-10.0000000	10.0000000
C6QUES	WORK W/PROCUREMENT SYS/CUR	96	4.4479167	2.7100973	0	10.0000000
R6QUES	WORK W/PROCUREMENT SYS/REQ	96	6.6979167	2.1770080	2.0000000	10.0000000
Q6DELTA	DELTA-WORK W/PROCUREMENT SYSTEM	96	2.2500000	3.2927352	-7.0000000	10.0000000
C7QUES	COST-BENFT ANAL TECH/CUR	96	5.6979167	2.8621662	0	10.0000000
R7QUES	COST-BENFT ANAL TECH/REQ	96	7.5520833	2.1169481	0	10.0000000
Q7DELTA	DELTA-COST/BENEFIT ANAL TECH	96	1.8541667	3.1754955	-8.0000000	10.0000000
FINMGMT	FINANCIAL/RESOURCE MGMT	96	7.9479167	1.8027452	1.0000000	10.0000000
FINAGC	AGGREGATE--FINANCIAL/C	95	5.0796992	2.3965089	0.1428571	10.0000000
FINAGR	AGGREGATE--FINANCIAL/R	95	7.2496241	1.7151680	2.1428571	10.0000000
FINDLTA	AGGREGATE DELTA--FINANCIAL	95	2.1699248	2.6919812	-5.5714286	9.5714286

FINANCIAL MANAGEMENT MEANS AND DELTAS

RANK1=LCDR

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C1QUES	INTERP FINAN STATEMNTS/CUR	44	4.6818182	2.7430481	0	9.0000000
R1QUES	INTERP FINAN STATEMNTS/REQ	43	7.2558140	1.7333291	3.0000000	10.0000000
Q1DELTA	DELTA-INTERP FINAN STATEMNTS	43	2.4883721	2.4531039	-3.0000000	7.0000000
C2QUES	RECOG FUNDNG SOURCES/CUR	44	4.8636364	2.8168175	0	9.0000000
R2QUES	RECOG FUNDNG SOURCES/REQ	43	7.8837209	1.5767553	3.0000000	10.0000000
Q2DELTA	DELTA-RECOG FUNDING SOURCES	43	2.9302326	2.6938674	-2.0000000	9.0000000
C3QUES	EVAL OPER & CAP BUDGETS/CUR	44	4.7727273	3.0105523	0	10.0000000
R3QUES	EVAL OPER & CAP BUDGETS/REQ	43	7.5348837	1.6087386	2.0000000	10.0000000
Q3DELTA	DELTA-EVAL OPER & CAP BUDGETS	43	2.6511628	2.6266375	-3.0000000	8.0000000
C4QUES	RES MGMT ADV & DRMBK/CUR	44	5.1363636	2.5112853	0	10.0000000
R4QUES	RES MGMT ADV & DRMBK/REQ	43	7.9302326	1.6958682	2.0000000	10.0000000
Q4DELTA	DELTA-RESOURCE MGMT ADV & DRAWBACKS	43	2.7209302	2.2288752	-1.0000000	8.0000000
C5QUES	MAX BEN FROM REIMBR/CUR	44	4.6818182	2.7515131	0	10.0000000
R5QUES	MAX BEN FROM REIMBR/REQ	43	7.4418605	2.2918315	2.0000000	10.0000000
Q5DELTA	DELTA-MAX BEN FROM REIMBR	43	2.6511628	2.8940310	-5.0000000	8.0000000
C6QUES	WORK W/PROCUREMENT SYS/CUR	44	4.3863636	2.8219728	0	9.0000000
R6QUES	WORK W/PROCUREMENT SYS/REQ	43	7.3953488	1.7880494	3.0000000	10.0000000
Q6DELTA	DELTA-WORK W/PROCUREMENT SYSTEM	43	3.0465116	2.8946049	-3.0000000	8.0000000
C7QUES	COST-BENFT ANAL TECH/CUR	44	5.3863636	2.5262888	0	10.0000000
R7QUES	COST-BENFT ANAL TECH/REQ	43	7.6046512	2.1059952	2.0000000	10.0000000
Q7DELTA	DELTA-COST/BENEFIT ANAL TECH	43	2.2325581	2.5055862	-3.0000000	7.0000000
FINMGMT	FINANCIAL/RESOURCE MGMT	44	7.9545455	1.9523932	2.0000000	10.0000000
FINAGC	AGGREGATE--FINANCIAL/C	44	4.8441558	2.3491646	0.2857143	9.1428571
FINAGR	AGGREGATE--FINANCIAL/R	43	7.5780731	1.4076542	4.4285714	9.8571429
FINDLTA	AGGREGATE DELTA--FINANCIAL	43	2.6744186	2.1192178	-1.0000000	7.4285714

RANK1=OTHER

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C1QUES	INTERP FINAN STATEMNTS/CUR	11	5.0000000	2.8635642	1.0000000	9.0000000
R1QUES	INTERP FINAN STATEMNTS/REQ	11	6.6363636	1.5015144	4.0000000	9.0000000
Q1DELTA	DELTA-INTERP FINAN STATEMNTS	11	1.6363636	3.4430431	-3.0000000	8.0000000
C2QUES	RECOG FUNDING SOURCES/CUR	11	4.0000000	2.6832816	1.0000000	8.0000000
R2QUES	RECOG FUNDING SOURCES/REQ	11	7.2727273	1.4206273	5.0000000	9.0000000
Q2DELTA	DELTA-RECOG FUNDING SOURCES	11	3.2727273	3.4085454	-3.0000000	8.0000000
C3QUES	EVAL OPER & CAP BUDGETS/CUR	11	3.3636364	3.0090772	0	9.0000000
R3QUES	EVAL OPER & CAP BUDGETS/REQ	11	6.7272727	1.6787441	5.0000000	10.0000000
Q3DELTA	DELTA-EVAL OPER & CAP BUDGETS	11	3.3636364	3.2946237	-1.0000000	9.0000000
C4QUES	RES MGMT ADV & DRMBK/CUR	11	4.0000000	2.6832816	0	8.0000000
R4QUES	RES MGMT ADV & DRMBK/REQ	11	6.5454545	2.5831623	1.0000000	10.0000000
Q4DELTA	DELTA-RESOURCE MGMT ADV & DRAWBACKS	11	2.5454545	3.1420896	-1.0000000	10.0000000
C5QUES	MAX BEN FROM REIMBR/CUR	11	3.8181818	3.1246818	0	9.0000000
R5QUES	MAX BEN FROM REIMBR/REQ	11	5.0909091	3.5903912	0	10.0000000
Q5DELTA	DELTA-MAX BEN FROM REIMBR	11	1.2727273	3.4377583	-5.0000000	7.0000000
C6QUES	WORK W/PROCUREMENT SYS/CUR	11	3.8181818	3.1565228	0	8.0000000
R6QUES	WORK W/PROCUREMENT SYS/REQ	11	5.5454545	3.1420896	0	10.0000000
Q6DELTA	DELTA-WORK W/PROCUREMENT SYSTEM	11	1.2727272	3.5239441	-3.0000000	9.0000000
C7QUES	COST-BENFT ANAL TECH/CUR	11	4.7272727	3.2277208	0	10.0000000
R7QUES	COST-BENFT ANAL TECH/REQ	11	7.0000000	2.7928480	0	10.0000000
Q7DELTA	DELTA-COST/BENEFIT ANAL TECH	11	2.2727273	3.0030288	0	9.0000000
FINMGMT	FINANCIAL/RESOURCE MGMT	11	7.6363636	1.7477258	4.0000000	10.0000000
FINAGC	AGGREGATE--FINANCIAL/C	11	4.1038961	2.5047636	1.1428571	7.7142857
FINAGR	AGGREGATE--FINANCIAL/R	11	6.4025974	1.7294781	3.7142857	9.4285714
FINDELTA	AGGREGATE DELTA--FINANCIAL	11	2.2987013	2.9921356	-1.0000000	8.2857143

PROGRAM PLANNING AND EVALUATION MEANS AND DELTAS

RANK1=

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C8QUES	MANAGING PLANNING PROCS/CUR	3	6.0000000	3.4641016	2.0000000	8.0000000
R8QUES	MANAGING PLANNING PROCS/REQ	3	7.0000000	2.6457513	4.0000000	9.0000000
Q8DELTA	DELTA-MANAGING PLANNING PROCS	3	1.0000000	1.0000000	0	2.0000000
C9QUES	METHODS EVAL PROGRAMS/CUR	3	6.6666667	0.5773503	6.0000000	7.0000000
R9QUES	METHODS EVAL PROGRAMS/REQ	3	7.6666667	3.2145503	4.0000000	10.0000000
Q9DELTA	DELTA-METHODS EVAL PROGRAMS	3	1.0000000	2.6457513	-2.0000000	3.0000000
C10QUES	EVAL & APPL MARKET ANAL/CUR	3	6.6666667	1.5275252	5.0000000	8.0000000
R10QUES	EVAL & APPL MARKET ANAL/REQ	3	6.6666667	2.3094011	4.0000000	8.0000000
Q10DELTA	DELTA-EVAL & APPL MARKET ANALYSIS	3	0	1.0000000	-1.0000000	1.0000000
C11QUES	EMP IMPROV PRIN & MTHD/CUR	3	7.6666667	2.5166115	5.0000000	10.0000000
R11QUES	EMP IMPROV PRIN & MTHD/REQ	3	7.3333333	3.0550505	4.0000000	10.0000000
Q11DELTA	DELTA-EMP IMPROV PRIN & MTHD	3	-0.3333333	2.0816660	-2.0000000	2.0000000
C12QUES	DEPT & FUNC MTL FAC/CUR	3	7.6666667	0.5773503	7.0000000	8.0000000
R12QUES	DEPT & FUNC MTL FAC/REQ	3	8.6666667	2.3094011	6.0000000	10.0000000
Q12DELTA	DELTA-DEPT & FUNC MTL FAC	3	1.0000000	2.6457513	-2.0000000	3.0000000
PROGRAM	PROGRAM PLANNING & EVAL	3	8.3333333	2.0816660	6.0000000	10.0000000
PPEAGC	AGGREGATE--PROGRAM PLAN & EVAL/C	3	6.9333333	1.5534907	5.2000000	8.2000000
PPEAGR	AGGREGATE--PROGRAM PLAN & EVAL/R	3	7.4666667	2.6857649	4.4000000	9.4000000
PPDELTA	AGGREGATE DELTA--PROGRAM PLAN & EVAL	3	0.5333333	1.4047538	-0.8000000	2.0000000

RANK1=ADM

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C8QUES	MANAGING PLANNING PROCS/CUR	10	7.4000000	1.3498971	6.0000000	9.0000000
R8QUES	MANAGING PLANNING PROCS/REQ	10	9.0000000	0.9428090	8.0000000	10.0000000
Q8DELTA	DELTA-MANAGING PLANNING PROCS	10	1.6000000	1.4298407	-1.0000000	4.0000000
C9QUES	METHODS EVAL PROGRAMS/CUR	10	7.2000000	1.3165612	5.0000000	9.0000000
R9QUES	METHODS EVAL PROGRAMS/REQ	10	8.7000000	0.8232722	8.0000000	10.0000000
Q9DELTA	DELTA-METHODS EVAL PROGRAMS	10	1.5000000	1.5092309	-1.0000000	4.0000000
C10QUES	EVAL & APPL MARKET ANAL/CUR	10	7.2000000	1.6865481	5.0000000	10.0000000
R10QUES	EVAL & APPL MARKET ANAL/REQ	10	8.6000000	0.9660918	7.0000000	10.0000000
Q10DELTA	DELTA-EVAL & APPL MARKET ANALYSIS	10	1.4000000	1.5055453	0	4.0000000
C11QUES	EMP IMPROV PRIN & MTHD/CUR	10	8.4000000	0.8432740	7.0000000	10.0000000

R11QUES	EMP IMPROV PRIN & MTHD/REQ	10	9.0000000	0.8164966	8.0000000	10.0000000
Q11DELTA	DELTA-EMP IMPROV PRIN & MTHD	10	0.6000000	1.1737878	-1.0000000	3.0000000
C12QUES	DEPT & FUNC MIL FAC/CUR	10	9.3000000	0.8232726	8.0000000	10.0000000
R12QUES	DEPT & FUNC MIL FAC/REQ	10	9.5000000	0.7071068	8.0000000	10.0000000
Q12DELTA	DELTA-DEPT & FUNC MIL FAC	10	0.2000000	1.1352924	-2.0000000	2.0000000
PROGRAM	PROGRAM PLANNING & EVAL	10	8.5000000	0.7071068	8.0000000	10.0000000
PPEAGC	AGGREGATE--PROGRAM PLAN & EVAL/C	10	7.9000000	0.8602325	6.6000000	9.0000000
PPEAGR	AGGREGATE--PROGRAM PLAN & EVAL/R	10	8.9600000	0.6586181	8.0000000	10.0000000
PPDELTA	AGGREGATE DELTA--PROGRAM PLAN & EVAL	10	1.0600000	1.1197222	-1.0000000	2.6000000

PROGRAM PLANNING AND EVALUATION MEANS AND DELTAS

RANK1=CAPT

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C8QUES	MANGNG PLANNING PROCS/CUR	311	5.6141479	2.3784637	0	10.0000000
R8QUES	MANGNG PLANNING PROCS/REQ	312	7.6891026	1.8933315	0	10.0000000
Q8DELTA	DELTA-MANAGING PLANNING PROCS	311	2.0900322	2.3164761	-5.0000000	9.0000000
C9QUES	METHDS EVAL PROGRAMS/CUR	311	6.0160772	2.2979090	0	10.0000000
R9QUES	METHDS EVAL PROGRAMS/REQ	312	7.8685897	1.7270425	0	10.0000000
Q9DELTA	DELTA-METHDS EVAL PROGRAMS	311	1.8649518	2.1822805	-4.0000000	8.0000000
C10QUES	EVAL & APPL MARKET ANAL/CUR	311	5.2411576	2.4645311	0	10.0000000
R10QUES	EVAL & APPL MARKET ANAL/REQ	310	7.4548387	1.9974642	0	10.0000000
Q10DELTA	DELTA-EVAL & APPL MARKET ANALYSIS	309	2.2038835	2.4229392	-6.0000000	10.0000000
C11QUES	EMP IMPROV PRIN & MTHD/CUR	311	7.2958199	1.8270235	1.0000000	10.0000000
R11QUES	EMP IMPROV PRIN & MTHD/REQ	312	8.5000000	1.5755365	2.0000000	10.0000000
Q11DELTA	DELTA-EMP IMPROV PRIN & MTHD	311	1.2186495	1.8536205	-5.0000000	7.0000000
C12QUES	DEPT & FUNC MIL FAC/CUR	308	7.5551948	2.1492076	0	10.0000000
R12QUES	DEPT & FUNC MIL FAC/REQ	310	8.3483871	1.8973446	0	10.0000000
Q12DELTA	DELTA-DEPT & FUNC MIL FAC	308	0.8019481	1.9159189	-7.0000000	10.0000000
PROGRAM	PROGRAM PLANNING & EVAL	312	7.9134615	1.4794014	2.0000000	10.0000000
PPEAGC	AGGREGATE--PROGRAM PLAN & EVAL/C	308	6.3512987	1.8565050	1.0000000	10.0000000
PPEAGR	AGGREGATE--PROGRAM PLAN & EVAL/R	308	7.9857143	1.4930208	1.0000000	10.0000000
PPDELTA	AGGREGATE DELTA--PROGRAM PLAN & EVAL	306	1.6392157	1.7890829	-4.8000000	7.4000000

RANK1=CDR

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C8QUES	MANGNG PLANNING PROCS/CUR	96	5.5104167	2.4920708	0	10.0000000
R8QUES	MANGNG PLANNING PROCS/REQ	96	7.5208333	1.9027911	3.0000000	10.0000000
Q8DELTA	DELTA-MANAGING PLANNING PROCS	96	2.0104167	2.6297680	-4.0000000	8.0000000
C9QUES	METHDS EVAL PROGRAMS/CUR	96	6.0520833	2.2728132	0	10.0000000
R9QUES	METHDS EVAL PROGRAMS/REQ	96	7.8750000	1.6108187	3.0000000	10.0000000
Q9DELTA	DELTA-METHDS EVAL PROGRAMS	96	1.8229167	2.4920708	-6.0000000	9.0000000
C10QUES	EVAL & APPL MARKET ANAL/CUR	96	5.0937500	2.5673174	0	10.0000000
R10QUES	EVAL & APPL MARKET ANAL/REQ	96	7.4895833	2.0672626	0	10.0000000
Q10DELTA	DELTA-EVAL & APPL MARKET ANALYSIS	96	2.3958333	2.7814391	-3.0000000	9.0000000
C11QUES	EMP IMPROV PRIN & MTHD/CUR	96	6.9895833	2.1545291	1.0000000	10.0000000
R11QUES	EMP IMPROV PRIN & MTHD/REQ	96	8.5937500	1.3024521	5.0000000	10.0000000
Q11DELTA	DELTA-EMP IMPROV PRIN & MTHD	96	1.6041667	2.0544133	-3.0000000	9.0000000
C12QUES	DEPT & FUNC MIL FAC/CUR	96	7.6770833	2.0078519	3.0000000	10.0000000
R12QUES	DEPT & FUNC MIL FAC/REQ	96	8.4166667	1.9121036	0	10.0000000
Q12DELTA	DELTA-DEPT & FUNC MIL FAC	96	0.7395833	2.1287248	-10.0000000	6.0000000
PROGRAM	PROGRAM PLANNING & EVAL	96	7.8020833	1.8502904	2.0000000	10.0000000
PPEAGC	AGGREGATE--PROGRAM PLAN & EVAL/C	96	6.2645833	1.9339613	1.4000000	9.8000000
PPEAGR	AGGREGATE--PROGRAM PLAN & EVAL/R	96	7.9791667	1.3763351	3.8000000	10.0000000
PPDELTA	AGGREGATE DELTA--PROGRAM PLAN & EVAL	96	1.7145833	1.9889685	-3.2000000	6.8000000

PROGRAM PLANNING AND EVALUATION MEANS AND DELTAS

RANK1=LCDR

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C8QUES	MANGNG PLANNING PROCS/CUR	44	5.4318182	2.8805501	0	10.0000000
R8QUES	MANGNG PLANNING PROCS/REQ	43	7.6976744	1.5512650	3.0000000	10.0000000

Q8DELTA	DELTA-MANAGING PLANNING PROCS	43	2.3488372	2.5249585	-2.0000000	8.0000000
C9QUES	METHDS EVAL PROGRAMS/CUR	44	5.8181818	2.5542735	0	10.0000000
R9QUES	METHDS EVAL PROGRAMS/REQ	43	7.7906977	1.3897266	5.0000000	10.0000000
Q9DELTA	DELTA-METHDS EVAL PROGRAMS	43	2.0697674	2.0283156	-2.0000000	7.0000000
C10QUES	EVAL & APPL MARKET ANAL/CUR	44	5.5454545	2.8648190	0	10.0000000
R10QUES	EVAL & APPL MARKET ANAL/REQ	43	7.7209302	1.6231302	3.0000000	10.0000000
Q10DELTA	DELTA-EVAL & APPL MARKET ANALYSIS	43	2.2558140	2.6012179	-2.0000000	7.0000000
C11QUES	EMP IMPROV PRIN & MTHD/CUR	44	6.7954545	1.8749207	2.0000000	10.0000000
R11QUES	EMP IMPROV PRIN & MTHD/REQ	43	8.3488372	1.5100256	3.0000000	10.0000000
Q11DELTA	DELTA-EMP IMPROV PRIN & MTHD	43	1.6279070	2.1159626	-6.0000000	7.0000000
C12QUES	DEPT & FUNC MIL FAC/CUR	44	7.3409091	2.4959799	1.0000000	10.0000000
R12QUES	DEPT & FUNC MIL FAC/REQ	43	8.6976744	1.1450698	6.0000000	10.0000000
Q12DELTA	DELTA-DEPT & FUNC MIL FAC	43	1.4186047	2.0497684	-3.0000000	5.0000000
PROGRAM	PROGRAM PLANNING & EVAL	44	8.0000000	1.5249857	3.0000000	10.0000000
PPEAGC	AGGREGATE--PROGRAM PLAN & EVAL/C	44	6.1863636	2.3233487	1.4000000	10.0000000
PPEAGR	AGGREGATE--PROGRAM PLAN & EVAL/R	43	8.0511628	1.1356500	5.6000000	10.0000000
PPDELTA	AGGREGATE DELTA--PROGRAM PLAN & EVAL	43	1.9441860	1.9597500	-2.0000000	6.6000000

----- RANK1=OTHER -----

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C8QUES	MANGNG PLANNING PROCS/CUR	11	4.6363636	2.9418609	0	8.0000000
R8QUES	MANGNG PLANNING PROCS/REQ	11	6.6363636	2.2922795	1.0000000	9.0000000
Q8DELTA	DELTA-MANAGING PLANNING PROCS	11	2.0000000	2.5690465	-1.0000000	7.0000000
C9QUES	METHDS EVAL PROGRAMS/CUR	11	5.7272727	2.5725827	1.0000000	10.0000000
R9QUES	METHDS EVAL PROGRAMS/REQ	11	7.4545455	1.0357255	5.0000000	9.0000000
Q9DELTA	DELTA-METHDS EVAL PROGRAMS	11	1.7272727	2.7236339	-2.0000000	6.0000000
C10QUES	EVAL & APPL MARKET ANAL/CUR	11	4.4545455	2.9107950	0	7.0000000
R10QUES	EVAL & APPL MARKET ANAL/REQ	11	6.2727273	2.6866674	0	9.0000000
Q10DELTA	DELTA-EVAL & APPL MARKET ANALYSIS	11	1.8181818	2.3159526	-1.0000000	6.0000000
C11QUES	EMP IMPROV PRIN & MTHD/CUR	11	7.1818182	1.4709304	5.0000000	10.0000000
R11QUES	EMP IMPROV PRIN & MTHD/REQ	11	8.1818182	1.0787198	6.0000000	10.0000000
Q11DELTA	DELTA-EMP IMPROV PRIN & MTHD	11	1.0000000	1.7320508	-1.0000000	5.0000000
C12QUES	DEPT & FUNC MIL FAC/CUR	11	6.7272727	2.1019471	3.0000000	10.0000000
R12QUES	DEPT & FUNC MIL FAC/REQ	11	7.8181818	1.5374122	5.0000000	10.0000000
Q12DELTA	DELTA-DEPT & FUNC MIL FAC	11	1.0909091	2.5081685	-1.0000000	7.0000000
PROGRAM	PROGRAM PLANNING & EVAL	11	7.5454545	1.5075567	5.0000000	10.0000000
PPEAGC	AGGREGATE--PROGRAM PLAN & EVAL/C	11	5.7454545	1.9881467	2.4000000	8.8000000
PPEAGR	AGGREGATE--PROGRAM PLAN & EVAL/R	11	7.2727273	1.3748388	4.8000000	9.4000000
PPDELTA	AGGREGATE DELTA--PROGRAM PLAN & EVAL	11	1.5272727	2.1415373	-0.6000000	6.2000000

DECISION MAKING MEANS AND DELTAS

----- RANK1=' ' -----

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C13QUES	ASSESS AVAIL INFO/CUR	3	7.3333333	0.5773503	7.0000000	8.0000000
R13QUES	ASSESS AVAIL INFO/REQ	3	8.0000000	2.6457513	5.0000000	10.0000000
Q13DELTA	DELTA-ASSESS AVAIL INFO	3	0.6666667	2.5166115	-2.0000000	3.0000000
C14QUES	INCLD OTHR DECSN MAKNG/CUR	3	7.3333333	0.5773503	7.0000000	8.0000000
R14QUES	INCLD OTHR DECSN MAKNG/REQ	3	8.6666667	1.5275252	7.0000000	10.0000000
Q14DELTA	DELTA-INCL OTHR DECSN MAKING	3	1.3333333	1.5275252	0	3.0000000
C15QUES	DECISN MAKNG TECH/CUR	3	8.3333333	0.5773503	8.0000000	9.0000000
R15QUES	DECISN MAKNG TECH/REQ	3	8.0000000	2.0000000	6.0000000	10.0000000
Q15DELTA	DELTA-DECISN MAKING TECHNIQUES	3	-0.3333333	2.0816660	-2.0000000	2.0000000
C16QUES	USE NGMT INFO SYS TECH/CUR	3	5.6666667	2.5166115	3.0000000	8.0000000
R16QUES	USE NGMT INFO SYS TECH/REQ	3	7.3333333	3.0550505	4.0000000	10.0000000
Q16DELTA	DELTA-USE NGMT INFOR SYSTEM TECH	3	1.6666667	0.5773503	1.0000000	2.0000000
C17QUES	STAT TOOLS IN DECISIONS/CUR	3	6.6666667	1.1547005	6.0000000	8.0000000
R17QUES	STAT TOOLS IN DECISIONS/REQ	3	6.6666667	2.3094011	4.0000000	8.0000000
Q17DELTA	DELTA-STAT TOOLS IN DECISION MAKING	3	0	2.0000000	-2.0000000	2.0000000
C18QUES	STRNG WEAKNS STAT TECH/CUR	3	6.0000000	1.0000000	5.0000000	7.0000000
R18QUES	STRNG WEAKNS STAT TECH/REQ	3	6.6666667	2.3094011	4.0000000	8.0000000
Q18DELTA	DELTA-STRENGTHS & WEAK OF STAT TECHS	3	0.6666667	3.2145503	-3.0000000	3.0000000
C19QUES	NOW INFO SYS DESIGNED/CUR	3	4.6666667	1.5275252	3.0000000	6.0000000
R19QUES	NOW INFO SYS DESIGNED/REQ	3	7.0000000	2.6457513	4.0000000	9.0000000
Q19DELTA	DELTA-NOW INFO SYSTEMS ARE DESIGNED	3	2.3333333	1.1547005	1.0000000	3.0000000

C20QUES	ANALYZE RISK & ALT/CUR	3	6.3333333	1.5275252	5.0000000	8.0000000
R20QUES	ANALYZE RISK & ALT/REQ	3	7.6666667	2.5166115	5.0000000	10.0000000
Q20DELTA	DELTA-ANALYZE RISKS & ALTERNATIVES	3	1.3333333	2.0816660	-1.0000000	3.0000000
DECISION	DECISION MAKING/PROBLM SOLV	3	8.3333333	0.5773503	8.0000000	9.0000000
DECAGC	AGGREGATE--DEC MAKING/PROBLEM SOLV/C	3	6.5416667	0.6884463	5.8750000	7.2500000
DECAGR	AGGREGATE--DEC MAKING/PROBLEM SOLV/R	3	7.5000000	2.2946950	4.8750000	9.1250000
DECDLTA	AGGREGATE DELTA--DEC MAKING/PROB SOLV	3	0.9583333	1.6971177	-1.0000000	2.0000000

----- RANK1=ADM -----

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C13QUES	ASSESS AVAIL INFO/CUR	10	8.9000000	0.9944289	7.0000000	10.0000000
R13QUES	ASSESS AVAIL INFO/REQ	10	9.4000000	0.6992059	8.0000000	10.0000000
Q13DELTA	DELTA-ASSESS AVAIL INFO	10	0.5000000	1.3540064	-2.0000000	3.0000000
C14QUES	INCLD OTHR DECSN MAKNG/CUR	9	9.4444444	0.5270463	9.0000000	10.0000000
R14QUES	INCLD OTHR DECSN MAKNG/REQ	9	9.2222222	0.9718253	8.0000000	10.0000000
Q14DELTA	DELTA-INCL OTHER DECSN MAKING	9	-0.2222222	1.2018504	-2.0000000	1.0000000
C15QUES	DECISN MAKNG TECH/CUR	10	8.1000000	1.1005049	7.0000000	10.0000000
R15QUES	DECISN MAKNG TECH/REQ	10	8.9000000	0.8755950	8.0000000	10.0000000
Q15DELTA	DELTA-DECISN MAKING TECHNIQUES	10	0.8000000	1.3984118	-2.0000000	3.0000000
C16QUES	USE MGNT INFO SYS TECH/CUR	10	6.9000000	1.8529256	5.0000000	10.0000000
R16QUES	USE MGNT INFO SYS TECH/REQ	10	8.8000000	1.0327956	7.0000000	10.0000000
Q16DELTA	DELTA-USE MGNT INFOR SYSTEM TECH	10	1.9000000	1.9119507	-2.0000000	4.0000000
C17QUES	STAT TOOLS IN DECISIONS/CUR	10	7.1000000	1.8529256	5.0000000	10.0000000
R17QUES	STAT TOOLS IN DECISIONS/REQ	10	8.7000000	0.8232726	8.0000000	10.0000000
Q17DELTA	DELTA-STAT TOOLS IN DECISION MAKING	10	1.6000000	1.6465452	-2.0000000	4.0000000
C18QUES	STRNG WEAKNS STAT TECH/CUR	10	7.2000000	1.8135294	5.0000000	10.0000000
R18QUES	STRNG WEAKNS STAT TECH/REQ	10	8.2000000	0.9189366	7.0000000	10.0000000
Q18DELTA	DELTA-STRENGTHS & WEAK OF STAT TECHS	10	1.0000000	1.4142136	-2.0000000	3.0000000
C19QUES	NOW INFO SYS DESIGNED/CUR	10	6.6000000	2.3664319	4.0000000	10.0000000
R19QUES	NOW INFO SYS DESIGNED/REQ	10	8.2000000	1.1352924	7.0000000	10.0000000
Q19DELTA	DELTA-NOW INFO SYSTEMS ARE DESIGNED	10	1.6000000	1.7763883	-2.0000000	3.0000000
C20QUES	ANALYZE RISK & ALT/CUR	10	8.3000000	1.2516656	6.0000000	10.0000000
R20QUES	ANALYZE RISK & ALT/REQ	10	8.8000000	0.7888106	8.0000000	10.0000000
Q20DELTA	DELTA-ANALYZE RISKS & ALTERNATIVES	10	0.5000000	1.1785113	-2.0000000	2.0000000
DECISION	DECISION MAKING/PROBLM SOLV	10	8.7000000	0.6749486	8.0000000	10.0000000
DECAGC	AGGREGATE--DEC MAKING/PROBLEM SOLV/C	9	7.8750000	1.3607213	6.3750000	10.0000000
DECAGR	AGGREGATE--DEC MAKING/PROBLEM SOLV/R	9	8.7222222	0.6925321	8.0000000	10.0000000
DECDLTA	AGGREGATE DELTA--DEC MAKING/PROB SOLV	9	0.8472222	1.2465229	-2.0000000	2.1250000

DECISION MAKING MEANS AND DELTAS

----- RANK1=CAPT -----

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C13QUES	ASSESS AVAIL INFO/CUR	311	7.7427653	1.6098700	2.0000000	10.0000000
R13QUES	ASSESS AVAIL INFO/REQ	312	8.7724359	1.2740837	4.0000000	10.0000000
Q13DELTA	DELTA-ASSESS AVAIL INFO	311	1.0321543	1.6061158	-5.0000000	7.0000000
C14QUES	INCLD OTHR DECSN MAKNG/CUR	311	8.1672026	1.5484701	1.0000000	10.0000000
R14QUES	INCLD OTHR DECSN MAKNG/REQ	312	8.7532051	1.3679811	0	10.0000000
Q14DELTA	DELTA-INCL OTHER DECSN MAKING	311	0.5884244	1.4605769	-8.0000000	6.0000000
C15QUES	DECISN MAKNG TECH/CUR	310	7.6935484	1.6836229	3.0000000	10.0000000
R15QUES	DECISN MAKNG TECH/REQ	311	8.6109325	1.3606484	3.0000000	10.0000000
Q15DELTA	DELTA-DECISN MAKING TECHNIQUES	310	0.9193548	1.5897974	-5.0000000	6.0000000
C16QUES	USE MGNT INFO SYS TECH/CUR	310	5.6193548	2.2548645	0	10.0000000
R16QUES	USE MGNT INFO SYS TECH/REQ	310	7.8645161	1.7647297	1.0000000	10.0000000
Q16DELTA	DELTA-USE MGNT INFOR SYSTEM TECH	309	2.2362460	2.2690421	-4.0000000	9.0000000
C17QUES	STAT TOOLS IN DECISIONS/CUR	311	5.4340836	2.3087482	0	10.0000000
R17QUES	STAT TOOLS IN DECISIONS/REQ	311	7.2636656	1.9463609	1.0000000	10.0000000
Q17DELTA	DELTA-STAT TOOLS IN DECISION MAKING	310	1.8193548	2.3905720	-5.0000000	10.0000000
C18QUES	STRNG WEAKNS STAT TECH/CUR	311	5.1318328	2.3620623	0	10.0000000
R18QUES	STRNG WEAKNS STAT TECH/REQ	311	7.2508039	2.0654120	1.0000000	10.0000000
Q18DELTA	DELTA-STRENGTHS & WEAK OF STAT TECHS	310	2.1129032	2.4541415	-7.0000000	10.0000000
C19QUES	NOW INFO SYS DESIGNED/CUR	310	5.0258065	2.3329590	0	10.0000000
R19QUES	NOW INFO SYS DESIGNED/REQ	312	6.8910256	2.0034495	0	10.0000000
Q19DELTA	DELTA-NOW INFO SYSTEMS ARE DESIGNED	310	1.8612903	2.4008059	-7.0000000	9.0000000
C20QUES	ANALYZE RISK & ALT/CUR	310	7.1741935	2.0341689	2.0000000	10.0000000

R20QUES	ANALYZE RISK & ALT/REQ	312	8.4391026	1.3968763	3.0000000	10.0000000
Q20DELTA	DELTA-ANALYZE RISKS & ALTERNATIVES	310	1.2677419	1.8891424	-5.0000000	8.0000000
DECISION	DECISION MAKING/PROBLM SOLV	312	8.3237179	1.6001452	3.0000000	10.0000000
DECAGC	AGGREGATE--DEC MAKING/PROBLEM SOLV/C	308	6.5040584	1.6004897	2.0000000	10.0000000
DECAGR	AGGREGATE--DEC MAKING/PROBLEM SOLV/R	308	7.9918831	1.2954816	3.6250000	10.0000000
DECDLTA	AGGREGATE DELTA--DEC MAKING/PROB SOLV	306	1.4828431	1.6407065	-5.1250000	6.7500000

----- RANK1=CDR -----

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C13QUES	ASSESS AVAIL INFO/CUR	96	7.6562500	1.5949138	4.0000000	10.0000000
R13QUES	ASSESS AVAIL INFO/REQ	96	8.9062500	1.0369807	6.0000000	10.0000000
Q13DELTA	DELTA-ASSESS AVAIL INFO	96	1.2500000	1.4509525	-2.0000000	6.0000000
C14QUES	INCLD OTHR DECSN MAKNG/CUR	96	7.9375000	1.4495916	4.0000000	10.0000000
R14QUES	INCLD OTHR DECSN MAKNG/REQ	96	8.7187500	1.1671208	5.0000000	10.0000000
Q14DELTA	DELTA-INCL OTHER DECSN MAKING	96	0.7812500	1.2831140	-2.0000000	4.0000000
C15QUES	DECISN MAKNG TECH/CUR	96	7.4687500	1.7287241	3.0000000	10.0000000
R15QUES	DECISN MAKNG TECH/REQ	96	8.5833333	1.1846978	5.0000000	10.0000000
Q15DELTA	DELTA-DECISN MAKING TECHNIQUES	96	1.1145833	1.7524106	-2.0000000	5.0000000
C16QUES	USE MGMT INFO SYS TECH/CUR	96	5.0312500	2.3371288	0	10.0000000
R16QUES	USE MGMT INFO SYS TECH/REQ	96	7.7604167	1.4849759	3.0000000	10.0000000
Q16DELTA	DELTA-USE MGMT INFOR SYSTEM TECH	96	2.7291667	2.4299845	-3.0000000	8.0000000
C17QUES	STAT TOOLS IN DECISIONS/CUR	96	5.2083333	2.5085818	0	10.0000000
R17QUES	STAT TOOLS IN DECISIONS/REQ	95	6.8526316	1.8216688	0	10.0000000
Q17DELTA	DELTA-STAT TOOLS IN DECISION MAKING	95	1.6315789	2.7831279	-4.0000000	9.0000000
C18QUES	STRNG WEAKNS STAT TECH/CUR	96	5.2604167	2.7385928	0	10.0000000
R18QUES	STRNG WEAKNS STAT TECH/REQ	96	6.8854167	2.1612364	0	10.0000000
Q18DELTA	DELTA-STRENGTHS & WEAK OF STAT TECHS	96	1.6250000	3.0096337	-10.0000000	9.0000000
C19QUES	HOW INFO SYS DESIGNED/CUR	96	4.9375000	2.4828358	0	10.0000000
R19QUES	HOW INFO SYS DESIGNED/REQ	96	6.9687500	1.8998788	1.0000000	10.0000000
Q19DELTA	DELTA-HOW INFO SYSTEMS ARE DESIGNED	96	2.0312500	2.3817425	-3.0000000	8.0000000
C20QUES	ANALYZE RISK & ALT/CUR	96	6.9791667	1.9465444	1.0000000	10.0000000
R20QUES	ANALYZE RISK & ALT/REQ	96	8.4895833	1.3058153	5.0000000	10.0000000
Q20DELTA	DELTA-ANALYZE RISKS & ALTERNATIVES	96	1.5104167	1.7471468	-2.0000000	7.0000000
DECISION	DECISION MAKING/PROBLM SOLV	96	8.3958333	1.8323363	2.0000000	10.0000000
DECAGC	AGGREGATE--DEC MAKING/PROBLEM SOLV/C	96	6.3098958	1.6272736	2.1250000	10.0000000
DECAGR	AGGREGATE--DEC MAKING/PROBLEM SOLV/R	95	7.8776316	0.9779788	5.1250000	10.0000000
DECDLTA	AGGREGATE DELTA--DEC MAKING/PROB SOLV	95	1.5697368	1.6427747	-2.1250000	6.1250000

DECISION MAKING MEANS AND DELTAS

----- RANK1=LCDR -----

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C13QUES	ASSESS AVAIL INFO/CUR	44	7.5909091	1.8963635	2.0000000	10.0000000
R13QUES	ASSESS AVAIL INFO/REQ	43	8.7441860	0.9535154	6.0000000	10.0000000
Q13DELTA	DELTA-ASSESS AVAIL INFO	43	1.2093023	1.6840730	-2.0000000	6.0000000
C14QUES	INCLD OTHR DECSN MAKNG/CUR	44	7.9545455	1.4619920	4.0000000	10.0000000
R14QUES	INCLD OTHR DECSN MAKNG/REQ	43	8.6511628	1.2127050	6.0000000	10.0000000
Q14DELTA	DELTA-INCL OTHER DECSN MAKING	43	0.7441860	1.5598080	-2.0000000	6.0000000
C15QUES	DECISN MAKNG TECH/CUR	44	7.4318182	1.6760658	3.0000000	10.0000000
R15QUES	DECISN MAKNG TECH/REQ	43	8.4651163	1.3156356	5.0000000	10.0000000
Q15DELTA	DELTA-DECISN MAKING TECHNIQUES	43	1.0930233	1.6008027	-2.0000000	7.0000000
C16QUES	USE MGMT INFO SYS TECH/CUR	44	6.0681818	2.5462944	0	10.0000000
R16QUES	USE MGMT INFO SYS TECH/REQ	43	8.2093023	1.1661524	6.0000000	10.0000000
Q16DELTA	DELTA-USE MGMT INFOR SYSTEM TECH	43	2.2325581	2.3486289	-2.0000000	10.0000000
C17QUES	STAT TOOLS IN DECISIONS/CUR	44	5.7045455	2.9061246	0	10.0000000
R17QUES	STAT TOOLS IN DECISIONS/REQ	43	6.9069767	2.5053652	0	10.0000000
Q17DELTA	DELTA-STAT TOOLS IN DECISION MAKING	43	1.2790698	2.3535746	-4.0000000	6.0000000
C18QUES	STRNG WEAKNS STAT TECH/CUR	44	5.3181818	3.1086730	0	10.0000000
R18QUES	STRNG WEAKNS STAT TECH/REQ	43	7.5581395	2.0272234	3.0000000	10.0000000
Q18DELTA	DELTA-STRENGTHS & WEAK OF STAT TECHS	43	2.3255814	2.4272356	-2.0000000	9.0000000
C19QUES	HOW INFO SYS DESIGNED/CUR	44	5.6818182	2.6305250	0	10.0000000
R19QUES	HOW INFO SYS DESIGNED/REQ	43	7.6976744	1.5665382	3.0000000	10.0000000
Q19DELTA	DELTA-HOW INFO SYSTEMS ARE DESIGNED	43	2.1162791	2.8048368	-4.0000000	9.0000000
C20QUES	ANALYZE RISK & ALT/CUR	44	6.8636364	2.2985426	0	10.0000000
R20QUES	ANALYZE RISK & ALT/REQ	43	8.3255814	1.4428961	5.0000000	10.0000000

Q20DELTA	DELTA-ANALYZE RISKS & ALTERNATIVES	43	1.5348837	2.1530580	-2.0000000	7.0000000
DECISION	DECISION MAKING/PROBLM SOLV	44	8.0681818	1.9929845	1.0000000	10.0000000
DECAGC	AGGREGATE--DEC MAKING/PROBLEM SOLV/C	44	6.5767045	1.9225966	1.8750000	9.7500000
DECAGR	AGGREGATE--DEC MAKING/PROBLEM SOLV/R	43	8.0697674	1.1047457	5.7500000	9.8750000
DECDLTA	AGGREGATE DELTA--DEC MAKING/PROB SOLV	43	1.5668605	1.6064298	-1.7500000	5.3750000

----- RANK1=OTHER -----

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C13QUES	ASSESS AVAIL INFO/CUR	11	7.0909091	2.2563043	2.0000000	9.0000000
R13QUES	ASSESS AVAIL INFO/REQ	11	8.2727273	0.4670994	8.0000000	9.0000000
Q13DELTA	DELTA-ASSESS AVAIL INFO	11	1.1818182	2.4007575	-1.0000000	7.0000000
C14QUES	INCLD OTHR DECSN MAKING/CUR	11	7.6363636	1.9632996	3.0000000	10.0000000
R14QUES	INCLD OTHR DECSN MAKING/REQ	11	8.1818182	1.3280197	6.0000000	10.0000000
Q14DELTA	DELTA-INCL OTHR DECSN MAKING	11	0.5454545	2.2962420	-1.0000000	7.0000000
C15QUES	DECISN MAKING TECH/CUR	11	7.5454545	1.7529196	4.0000000	10.0000000
R15QUES	DECISN MAKING TECH/REQ	11	8.0909091	1.2210279	6.0000000	10.0000000
Q15DELTA	DELTA-DECISN MAKING TECHNIQUES	11	0.5454545	1.9679246	-1.0000000	6.0000000
C16QUES	USE MGMT INFO SYS TECH/CUR	11	5.1818182	3.0271499	1.0000000	10.0000000
R16QUES	USE MGMT INFO SYS TECH/REQ	11	7.2727273	2.4936282	1.0000000	10.0000000
Q16DELTA	DELTA-USE MGMT INFOR SYSTEM TECH	11	2.0909091	3.3303017	-1.0000000	9.0000000
C17QUES	STAT TOOLS IN DECISIONS/CUR	11	5.2727273	2.7236339	1.0000000	9.0000000
R17QUES	STAT TOOLS IN DECISIONS/REQ	11	6.1818182	2.2723636	1.0000000	9.0000000
Q17DELTA	DELTA-STAT TOOLS IN DECISION MAKING	11	0.9090909	3.2389673	-4.0000000	7.0000000
C18QUES	STRNG WEAKNS STAT TECH/CUR	11	5.0000000	3.2249031	0	10.0000000
R18QUES	STRNG WEAKNS STAT TECH/REQ	11	6.8181818	2.4420558	1.0000000	10.0000000
Q18DELTA	DELTA-STRENGTHS & WEAK OF STAT TECHS	11	1.8181818	3.0600059	-1.0000000	9.0000000
C19QUES	HOW INFO SYS DESIGNED/CUR	11	4.8181818	2.9939333	0	10.0000000
R19QUES	HOW INFO SYS DESIGNED/REQ	11	6.0000000	2.1908902	1.0000000	9.0000000
Q19DELTA	DELTA-HOW INFO SYSTEMS ARE DESIGNED	11	1.1818182	3.1565228	-5.0000000	8.0000000
C20QUES	ANALYZE RISK & ALT/CUR	11	5.8181818	2.7136021	0	9.0000000
R20QUES	ANALYZE RISK & ALT/REQ	11	7.0000000	1.9493589	3.0000000	10.0000000
Q20DELTA	DELTA-ANALYZE RISKS & ALTERNATIVES	11	1.1818182	3.3111382	-5.0000000	8.0000000
DECISION	DECISION MAKING/PROBLM SOLV	11	7.8181818	1.9400094	4.0000000	10.0000000
DECAGC	AGGREGATE--DEC MAKING/PROBLEM SOLV/C	11	6.0454545	2.3280039	1.8750000	9.5000000
DECAGR	AGGREGATE--DEC MAKING/PROBLEM SOLV/R	11	7.2272727	1.2129744	4.6250000	9.3750000
DECDLTA	AGGREGATE DELTA--DEC MAKING/PROB SOLV	11	1.1818182	2.6530428	-1.8750000	7.5000000

LEGAL ISSUES MEANS AND DELTAS

----- RANK1=

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C21QUES	KNOW VIOLTN OF UCMJ/CUR	3	8.0000000	1.0000000	7.0000000	9.0000000
R21QUES	KNOW VIOLTN OF UCMJ/REQ	3	6.6666667	2.0816660	5.0000000	9.0000000
Q21DELTA	DELTA-KNOW VIOLLIN OF UCMJ	3	-1.3333333	2.8867513	-3.0000000	2.0000000
C22QUES	PUNISHMENT UNDR UCMJ/CUR	3	7.6666667	2.3094011	5.0000000	9.0000000
R22QUES	PUNISHMENT UNDR UCMJ/REQ	3	6.3333333	0.5773503	6.0000000	7.0000000
Q22DELTA	DELTA-PUNISHMENT UNDER UCMJ	3	-1.3333333	2.8867513	-3.0000000	2.0000000
C23QUES	INITIATE ACT UCMJ VIOLTN/CUR	3	7.6666667	2.3094011	5.0000000	9.0000000
R23QUES	INITIATE ACT UCMJ VIOLTN/REQ	2	8.5000000	0.7071068	8.0000000	9.0000000
Q23DELTA	DELTA-INITIATE ACT UNDER UCMJ	2	-0.5000000	0.7071068	-1.0000000	0
C24QUES	ADMIN SEP AUTH & PROC/CUR	2	9.0000000	0	9.0000000	9.0000000
R24QUES	ADMIN SEP AUTH & PROC/REQ	2	7.0000000	0	7.0000000	7.0000000
Q24DELTA	DELTA-ADMIN SEP AUTH & PROC	2	-2.0000000	0	-2.0000000	-2.0000000
C25QUES	KNOW LIAB HOSP & PROF/CUR	3	7.0000000	1.0000000	6.0000000	8.0000000
R25QUES	KNOW LIAB HOSP & PROF/REQ	3	8.0000000	1.7320508	7.0000000	10.0000000
Q25DELTA	DELTA-KNOW LIAB OF HOSP & PROF	3	1.0000000	1.0000000	0	2.0000000
C26QUES	KNOW ENVIRON IMPCT ISS/CUR	3	5.3333333	1.5275252	4.0000000	7.0000000
R26QUES	KNOW ENVIRON IMPCT ISS/REQ	3	7.6666667	1.5275252	6.0000000	9.0000000
Q26DELTA	DELTA-KNOW ENVIRON IMPACT ISS	3	2.3333333	0.5773503	2.0000000	3.0000000
LEGAL	LEGAL ISSUES	3	7.0000000	1.0000000	6.0000000	8.0000000
LEGAGC	AGGREGATE--LEGAL ISSUES/C	2	7.7500000	0.1178511	7.6666667	7.8333333
LEGAGR	AGGREGATE--LEGAL ISSUES/R	2	6.8333333	0.2357023	6.6666667	7.0000000
LEGDELTA	AGGREGATE DELTA--LEGAL ISSUES	2	-0.9166667	0.1178511	-1.0000000	-0.8333333

----- RANK1=ADM -----

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C21QUES	KNOW VIOLTN OF UCMJ/CUR	10	8.5000000	0.9718253	7.0000000	10.0000000
R21QUES	KNOW VIOLTN OF UCMJ/REQ	10	8.8000000	0.7888106	8.0000000	10.0000000
Q21DELTA	DELTA-KNOW VIOLLIN OF UCMJ	10	0.3000000	0.8232726	-1.0000000	2.0000000
C22QUES	PUNISHMENT UNDR UCMJ/CUR	10	9.0000000	0.8164966	8.0000000	10.0000000
R22QUES	PUNISHMENT UNDR UCMJ/REQ	10	8.7000000	0.8232726	8.0000000	10.0000000
Q22DELTA	DELTA-PUNISHMENT UNDER UCMJ	10	-0.3000000	0.8232726	-2.0000000	1.0000000
C23QUES	INITIATE ACT UCMJ VIOLTN/CUR	10	9.0000000	0.9428090	8.0000000	10.0000000
R23QUES	INITIATE ACT UCMJ VIOLTN/REQ	10	9.0000000	0.9428090	8.0000000	10.0000000
Q23DELTA	DELTA-INITIATE ACT UNDER UCMJ	10	0	1.0540926	-2.0000000	2.0000000
C24QUES	ADMIN SEP AUTH & PROC/CUR	10	8.1000000	1.2866839	6.0000000	10.0000000
R24QUES	ADMIN SEP AUTH & PROC/REQ	10	8.1000000	0.8755950	7.0000000	10.0000000
Q24DELTA	DELTA-ADMIN SEP AUTH & PROC	10	0	0.8164966	-2.0000000	1.0000000
C25QUES	KNOW LIAB HOSP & PROF/CUR	10	8.8000000	1.0327956	7.0000000	10.0000000
R25QUES	KNOW LIAB HOSP & PROF/REQ	10	8.7000000	1.0593499	7.0000000	10.0000000
Q25DELTA	DELTA-KNOW LIAB OF HOSP & PROF	10	-0.1000000	0.8755950	-2.0000000	1.0000000
C26QUES	KNOW ENVIRON IMPCT ISS/CUR	10	7.9000000	1.7919573	4.0000000	10.0000000
R26QUES	KNOW ENVIRON IMPCT ISS/REQ	10	9.1000000	0.8755950	8.0000000	10.0000000
Q26DELTA	DELTA-KNOW ENVIRON IMPACT ISS	10	1.2000000	1.6865481	-2.0000000	4.0000000
LEGAL	LEGAL ISSUES	10	7.6000000	0.8432740	6.0000000	9.0000000
LEGAGC	AGGREGATE--LEGAL ISSUES/C	10	8.5500000	0.7578804	7.5000000	9.8333333
LEGAGR	AGGREGATE--LEGAL ISSUES/R	10	8.7333333	0.5942108	7.8333333	9.8333333
LEGDELTA	AGGREGATE DELTA--LEGAL ISSUES	10	0.1833333	0.7835106	-1.8333333	1.1666667

LEGAL ISSUES MEANS AND DELTAS

----- RANK1=CAPT -----

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C21QUES	KNOW VIOLTN OF UCMJ/CUR	311	7.4051447	1.9698958	0	10.0000000
R21QUES	KNOW VIOLTN OF UCMJ/REQ	311	8.2926045	1.8720120	0	10.0000000
Q21DELTA	DELTA-KNOW VIOLLIN OF UCMJ	310	0.8709677	2.1352631	-8.0000000	9.0000000
C22QUES	PUNISHMENT UNDR UCMJ/CUR	311	7.2668810	2.2017946	0	10.0000000
R22QUES	PUNISHMENT UNDR UCMJ/REQ	312	8.0000000	2.1696533	0	10.0000000
Q22DELTA	DELTA-PUNISHMENT UNDER UCMJ	311	0.7331190	2.3994952	-8.0000000	9.0000000
C23QUES	INITIATE ACT UCMJ VIOLTN/CUR	311	7.2926045	2.2029108	0	10.0000000
R23QUES	INITIATE ACT UCMJ VIOLTN/REQ	312	8.1698718	2.1607406	0	10.0000000
Q23DELTA	DELTA-INITIATE ACT UNDER UCMJ	311	0.8778135	2.4159129	-9.0000000	9.0000000
C24QUES	ADMIN SEP AUTH & PROC/CUR	311	6.5562701	2.2794774	0	10.0000000
R24QUES	ADMIN SEP AUTH & PROC/REQ	312	7.6346154	2.2226155	0	10.0000000
Q24DELTA	DELTA-ADMIN SEP AUTH & PROC	311	1.0771704	2.4587880	-9.0000000	8.0000000
C25QUES	KNOW LIAB HOSP & PROF/CUR	310	6.7516129	2.1646425	0	10.0000000
R25QUES	KNOW LIAB HOSP & PROF/REQ	311	8.1672026	1.9504587	0	10.0000000
Q25DELTA	DELTA-KNOW LIAB OF HOSP & PROF	310	1.4161290	2.1998230	-8.0000000	10.0000000
C26QUES	KNOW ENVIRON IMPCT ISS/CUR	311	6.1575563	2.2006449	0	10.0000000
R26QUES	KNOW ENVIRON IMPCT ISS/REQ	312	7.9647436	2.0069110	0	10.0000000
Q26DELTA	DELTA-KNOW ENVIRON IMPACT ISS	311	1.8070740	2.4325908	-8.0000000	10.0000000
LEGAL	LEGAL ISSUES	311	7.2379421	1.8564554	1.0000000	10.0000000
LEGAGC	AGGREGATE--LEGAL ISSUES/C	310	6.9112903	1.8210379	0.8333333	10.0000000
LEGAGR	AGGREGATE--LEGAL ISSUES/R	310	8.0537634	1.8058831	0	10.0000000
LEGDELTA	AGGREGATE DELTA--LEGAL ISSUES	309	1.1294498	1.9949339	-8.0000000	8.6666667

----- RANK1=CDR -----

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C21QUES	KNOW VIOLTN OF UCMJ/CUR	96	7.1875000	1.8990995	1.0000000	10.0000000
R21QUES	KNOW VIOLTN OF UCMJ/REQ	96	8.4583333	1.7942403	1.0000000	10.0000000
Q21DELTA	DELTA-KNOW VIOLLIN OF UCMJ	96	1.2708333	2.2547221	-9.0000000	9.0000000
C22QUES	PUNISHMENT UNDR UCMJ/CUR	96	6.9062500	2.2668231	1.0000000	10.0000000
R22QUES	PUNISHMENT UNDR UCMJ/REQ	96	8.1562500	1.9430206	1.0000000	10.0000000
Q22DELTA	DELTA-PUNISHMENT UNDER UCMJ	96	1.2500000	2.5214866	-8.0000000	8.0000000
C23QUES	INITIATE ACT UCMJ VIOLTN/CUR	96	6.7812500	2.4417557	1.0000000	10.0000000
R23QUES	INITIATE ACT UCMJ VIOLTN/REQ	96	8.1041667	2.0182283	0	10.0000000

Q23DELTA	DELTA-INITIATE ACT UNDER UCMJ	96	1.3229167	2.5731193	-9.0000000	9.0000000
C24QUES	ADMIN SEP AUTH & PROC/CUR	96	6.1041667	2.4125949	0	10.0000000
R24QUES	ADMIN SEP AUTH & PROC/REQ	96	7.5416667	2.2660732	0	10.0000000
Q24DELTA	DELTA-ADMIN SEP AUTH & PROC	96	1.4375000	2.6350372	-8.0000000	9.0000000
C25QUES	KNOW LIAB HOSP & PROF/CUR	96	6.4687500	1.9785860	2.0000000	10.0000000
R25QUES	KNOW LIAB HOSP & PROF/REQ	96	8.0833333	2.0502460	0	10.0000000
Q25DELTA	DELTA-KNOW LIAB OF HOSP & PROF	96	1.6145833	2.3141205	-7.0000000	7.0000000
C26QUES	KNOW ENVIRON IMPCT ISS/CUR	96	5.9062500	2.2853222	0	10.0000000
R26QUES	KNOW ENVIRON IMPCT ISS/REQ	96	7.5937500	1.9659101	1.0000000	10.0000000
Q26DELTA	DELTA-KNOW ENVIRON IMPACT ISS	96	1.6875000	2.5102422	-7.0000000	8.0000000
LEGAL	LEGAL ISSUES	96	7.0520833	1.8431654	1.0000000	10.0000000
LEGAGC	AGGREGATE--LEGAL ISSUES/C	96	6.5590278	1.7932588	1.8333333	9.3333333
LEGAGR	AGGREGATE--LEGAL ISSUES/R	96	7.9895833	1.6497054	0.8333333	10.0000000
LEGDELTA	AGGREGATE DELTA--LEGAL ISSUES	96	1.4305556	2.0381833	-7.6666667	7.0000000

LEGAL ISSUES MEANS AND DELTAS

RANK1=LCDR

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C21QUES	KNOW VIOLTN OF UCMJ/CUR	44	6.8409091	2.4489502	1.0000000	10.0000000
R21QUES	KNOW VIOLTN OF UCMJ/REQ	43	8.4651163	1.4532204	4.0000000	10.0000000
Q21DELTA	DELTA-KNOW VIOLLIN OF UCMJ	43	1.6976744	2.2311099	-3.0000000	7.0000000
C22QUES	PUNISHMENT UNDR UCMJ/CUR	44	6.5000000	2.7744683	1.0000000	10.0000000
R22QUES	PUNISHMENT UNDR UCMJ/REQ	43	8.0930233	1.7568092	3.0000000	10.0000000
Q22DELTA	DELTA-PUNISHMENT UNDER UCMJ	43	1.6744186	2.5422237	-3.0000000	8.0000000
C23QUES	INITIATE ACT UCMJ VIOLTN/CUR	44	6.3409091	2.9487339	1.0000000	10.0000000
R23QUES	INITIATE ACT UCMJ VIOLTN/REQ	43	8.0232558	1.8833654	3.0000000	10.0000000
Q23DELTA	DELTA-INITIATE ACT UNDER UCMJ	43	1.7674419	2.6532748	-3.0000000	8.0000000
C24QUES	ADMIN SEP AUTH & PROC/CUR	44	6.0227273	2.7994072	0	10.0000000
R24QUES	ADMIN SEP AUTH & PROC/REQ	43	8.2093023	1.5206224	5.0000000	10.0000000
Q24DELTA	DELTA-ADMIN SEP AUTH & PROC	43	2.2558140	2.8207819	-2.0000000	9.0000000
C25QUES	KNOW LIAB HOSP & PROF/CUR	44	7.1590909	2.5694374	0	10.0000000
R25QUES	KNOW LIAB HOSP & PROF/REQ	43	9.0000000	1.2344268	6.0000000	10.0000000
Q25DELTA	DELTA-KNOW LIAB OF HOSP & PROF	43	1.9069767	2.5710286	-2.0000000	10.0000000
C26QUES	KNOW ENVIRON IMPCT ISS/CUR	44	6.4545455	2.6628761	0	10.0000000
R26QUES	KNOW ENVIRON IMPCT ISS/REQ	43	8.1395349	1.6268783	5.0000000	10.0000000
Q26DELTA	DELTA-KNOW ENVIRON IMPACT ISS	43	1.7674419	2.1584519	-2.0000000	9.0000000
LEGAL	LEGAL ISSUES	44	7.3636364	1.9179799	2.0000000	10.0000000
LEGAGC	AGGREGATE--LEGAL ISSUES/C	44	6.5530303	2.3268939	1.1666667	10.0000000
LEGAGR	AGGREGATE--LEGAL ISSUES/R	43	8.3217054	1.2383827	5.1666667	10.0000000
LEGDELTA	AGGREGATE DELTA--LEGAL ISSUES	43	1.8449612	2.1551573	-1.6666667	7.0000000

RANK1=OTHER

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C21QUES	KNOW VIOLTN OF UCMJ/CUR	11	7.9909091	1.8140863	4.0000000	10.0000000
R21QUES	KNOW VIOLTN OF UCMJ/REQ	11	8.0909091	1.5135749	6.0000000	10.0000000
Q21DELTA	DELTA-KNOW VIOLLIN OF UCMJ	11	1.0000000	1.8439089	-1.0000000	5.0000000
C22QUES	PUNISHMENT UNDR UCMJ/CUR	11	6.5454545	2.0670576	3.0000000	10.0000000
R22QUES	PUNISHMENT UNDR UCMJ/REQ	11	7.7272727	1.7932922	5.0000000	10.0000000
Q22DELTA	DELTA-PUNISHMENT UNDER UCMJ	11	1.1818182	1.7215215	-1.0000000	4.0000000
C23QUES	INITIATE ACT UCMJ VIOLTN/CUR	11	6.7272727	2.5334131	3.0000000	10.0000000
R23QUES	INITIATE ACT UCMJ VIOLTN/REQ	11	7.9090909	1.7002674	5.0000000	10.0000000
Q23DELTA	DELTA-INITIATE ACT UNDER UCMJ	11	1.1818182	2.4826672	-1.0000000	7.0000000
C24QUES	ADMIN SEP AUTH & PROC/CUR	11	6.0000000	2.9325757	1.0000000	10.0000000
R24QUES	ADMIN SEP AUTH & PROC/REQ	11	7.4545455	1.8635255	5.0000000	10.0000000
Q24DELTA	DELTA-ADMIN SEP AUTH & PROC	11	1.4545455	2.5441555	-2.0000000	6.0000000
C25QUES	KNOW LIAB HOSP & PROF/CUR	11	6.1818182	2.1362669	1.0000000	9.0000000
R25QUES	KNOW LIAB HOSP & PROF/REQ	11	7.7272727	1.3483997	5.0000000	10.0000000
Q25DELTA	DELTA-KNOW LIAB OF HOSP & PROF	11	1.5454545	1.6949122	0	5.0000000
C26QUES	KNOW ENVIRON IMPCT ISS/CUR	11	6.6363636	2.0135902	4.0000000	10.0000000
R26QUES	KNOW ENVIRON IMPCT ISS/REQ	11	7.6363636	1.9632996	3.0000000	10.0000000
Q26DELTA	DELTA-KNOW ENVIRON IMPACT ISS	11	1.0000000	2.0976177	-2.0000000	6.0000000
LEGAL	LEGAL ISSUES	11	6.5454545	1.9164361	2.0000000	9.0000000
LEGAGC	AGGREGATE--LEGAL ISSUES/C	11	6.5303030	1.5380691	4.6666667	9.8333333
LEGAGR	AGGREGATE--LEGAL ISSUES/R	11	7.7575758	1.4536613	5.3333333	9.8333333

LEGDELTA AGGREGATE DELTA--LEGAL ISSUES 11 1.2272727 1.6587692 -0.8333333 4.6666667

OPERATIONS MANAGEMENT ISSUES MEANS AND DELTAS

RANK1='

Variable Label	N	Mean	Std Dev	Minimum	Maximum
27QUES IMPCT OSHA REQ HOSP OP/CUR	3	6.6666667	2.3094011	4.0000000	8.0000000
27QUES IMPCT OSHA REQ HOSP OP/REQ	3	8.0000000	2.0000000	6.0000000	10.0000000
27DELTA DELTA-IMPACT OF OSHA ON HOSP	3	1.3333333	3.0550505	-2.0000000	4.0000000
28QUES EVAL PROP TO AQUR TECH/CUR	3	5.3333333	3.0550505	2.0000000	8.0000000
28QUES EVAL PROP TO AQUR TECH/REQ	3	6.6666667	2.5166115	4.0000000	9.0000000
28DELTA DELTA-EVAL PROP TO AQUR TECH	3	1.3333333	0.5773503	1.0000000	2.0000000
29QUES OPP & LIM DOD/DON MATRL/CUR	3	4.6666667	4.0414519	0	7.0000000
29QUES OPP & LIM DOD/DON MATRL/REQ	3	6.6666667	2.5166115	4.0000000	9.0000000
29DELTA DELTA-OPP& LIM TO DOD/DON MATRL	3	2.0000000	2.0000000	0	4.0000000
30QUES OVRSEE EQUIP NGMT PRG/CUR	3	7.0000000	2.0000000	5.0000000	9.0000000
30QUES OVRSEE EQUIP NGMT PRG/REQ	3	6.6666667	1.5275252	5.0000000	8.0000000
30DELTA DELTA-OVERSEE EQUIP NGMT PROGRAM	3	-0.3333333	1.5275252	-2.0000000	1.0000000
31QUES ENSUR EXEC SECRTY REQ/CUR	3	7.0000000	1.0000000	6.0000000	8.0000000
31QUES ENSUR EXEC SECRTY REQ/REQ	3	6.6666667	1.5275252	5.0000000	8.0000000
31DELTA DELTA-ENSURE EXECUTION OF SEC REQS	3	-0.3333333	1.5275252	-2.0000000	1.0000000
32QUES OVRSEE FACILITIES NGMT/CUR	3	5.6666667	2.3094011	3.0000000	7.0000000
32QUES OVRSEE FACILITIES NGMT/REQ	3	5.0000000	2.0000000	3.0000000	7.0000000
32DELTA DELTA-OVERSEE FAC NGMT	3	0.6666667	0.5773503	0	1.0000000
PMGMT OPERATIONS NGMT ISSUES	3	7.6666667	1.5275252	6.0000000	9.0000000
PMAGC AGGREGATE--OPERATIONAL NGMT ISSUES/C	3	6.0555556	1.0715168	4.8333333	6.8333333
PMAGR AGGREGATE--OPERATIONAL NGMT ISSUES/R	3	6.6111111	1.5485955	4.8333333	7.6666667
PMDELTA AGGREGATE DELTA--OPERATIONAL NGMT ISSUES	3	0.5555556	0.5853141	0	1.1666667

RANK1=ADM

Variable Label	N	Mean	Std Dev	Minimum	Maximum
27QUES IMPCT OSHA REQ HOSP OP/CUR	10	7.9000000	1.4491377	5.0000000	10.0000000
27QUES IMPCT OSHA REQ HOSP OP/REQ	10	8.7000000	0.9486833	7.0000000	10.0000000
27DELTA DELTA-IMPACT OF OSHA ON HOSP	10	0.8000000	1.4757296	-1.0000000	3.0000000
28QUES EVAL PROP TO AQUR TECH/CUR	10	7.6000000	1.1737878	6.0000000	9.0000000
28QUES EVAL PROP TO AQUR TECH/REQ	10	8.4000000	0.8432740	7.0000000	10.0000000
28DELTA DELTA-EVAL PROP TO AQUR TECH	10	0.8000000	1.0327956	-1.0000000	2.0000000
29QUES OPP & LIM DOD/DON MATRL/CUR	10	6.8000000	1.3165612	5.0000000	9.0000000
29QUES OPP & LIM DOD/DON MATRL/REQ	10	8.1000000	0.5676462	7.0000000	9.0000000
29DELTA DELTA-OPP& LIM TO DOD/DON MATRL	10	1.3000000	1.4181365	-1.0000000	3.0000000
30QUES OVRSEE EQUIP NGMT PRG/CUR	10	7.2000000	1.3165612	5.0000000	9.0000000
30QUES OVRSEE EQUIP NGMT PRG/REQ	10	7.8000000	0.7888106	7.0000000	9.0000000
30DELTA DELTA-OVERSEE EQUIP NGMT PROGRAM	10	0.6000000	1.0749677	-1.0000000	2.0000000
31QUES ENSUR EXEC SECRTY REQ/CUR	10	7.3000000	1.4181365	5.0000000	10.0000000
31QUES ENSUR EXEC SECRTY REQ/REQ	10	8.3000000	1.0593499	7.0000000	10.0000000
31DELTA DELTA-ENSURE EXECUTION OF SEC REQS	10	1.0000000	1.4907120	-1.0000000	3.0000000
32QUES OVRSEE FACILITIES NGMT/CUR	10	7.4000000	1.3498971	5.0000000	9.0000000
32QUES OVRSEE FACILITIES NGMT/REQ	10	8.2000000	0.7888106	7.0000000	9.0000000
32DELTA DELTA-OVERSEE FAC NGMT	10	0.6000000	0.5163978	0	1.0000000
PMGMT OPERATIONS NGMT ISSUES	10	7.6000000	0.6992059	7.0000000	9.0000000
PMAGC AGGREGATE--OPERATIONAL NGMT ISSUES/C	10	7.3666667	1.0387552	5.6666667	8.5000000
PMAGR AGGREGATE--OPERATIONAL NGMT ISSUES/R	10	8.2500000	0.4795188	7.5000000	9.0000000
PMDELTA AGGREGATE DELTA--OPERATIONAL NGMT ISSUES	10	0.8833333	0.9062540	-0.5000000	2.0000000

OPERATIONS MANAGEMENT ISSUES MEANS AND DELTAS

RANK1=CAPT

Variable Label	N	Mean	Std Dev	Minimum	Maximum
27QUES IMPCT OSHA REQ HOSP OP/CUR	310	6.1161290	2.4134328	0	10.0000000
27QUES IMPCT OSHA REQ HOSP OP/REQ	311	7.6913183	2.4325525	0	10.0000000
27DELTA DELTA-IMPACT OF OSHA ON HOSP	310	1.5741935	2.5629887	-8.0000000	10.0000000
28QUES EVAL PROP TO AQUR TECH/CUR	311	6.3665595	2.0432519	0	10.0000000

28QUES	EVAL PROP TO AQUR TECH/REQ	312	7.666667	1.7599815	0	10.0000000
28DELTA	DELTA-EVAL PROP TO AQUR TECH	311	1.2990354	2.1651117	-8.0000000	8.0000000
29QUES	OPP & LIM DOD/DON MATRL/CUR	310	5.3741935	2.3610880	0	10.0000000
29QUES	OPP & LIM DOD/DON MATRL/REQ	310	7.3193548	1.9117960	0	10.0000000
29DELTA	DELTA-OPP& LIM TO DOD/DON MATRL	309	1.9255663	2.3308267	-6.0000000	9.0000000
30QUES	OVRSEE EQUIP MGMT PRG/CUR	311	5.8553053	2.3352065	0	10.0000000
30QUES	OVRSEE EQUIP MGMT PRG/REQ	312	6.9038462	2.1012287	0	10.0000000
30DELTA	DELTA-OVERSEE EQUIP MGMT PROGRAM	311	1.0450161	2.1307047	-6.0000000	9.0000000
31QUES	ENSUR EXEC SECRTY REQ/CUR	311	5.8681672	2.2828921	0	10.0000000
31QUES	ENSUR EXEC SECRTY REQ/REQ	312	7.1410256	2.1169921	0	10.0000000
31DELTA	DELTA-ENSURE EXECUTION OF SEC REQS	311	1.2700965	2.2283452	-6.0000000	8.0000000
32QUES	OVRSEE FACILITIES MGMT/CUR	311	5.7845659	2.3681801	0	10.0000000
32QUES	OVRSEE FACILITIES MGMT/REQ	312	6.8942308	2.3390366	0	10.0000000
32DELTA	DELTA-OVERSEE FAC MGMT	312	0.2852564	0.4522618	0	1.0000000
PMGMT	OPERATIONS MGMT ISSUES	311	7.2122186	1.6617068	1.0000000	10.0000000
PMAGC	AGGREGATE--OPERATIONAL MGMT ISSUES/C	309	5.8910464	1.8485191	0.5000000	10.0000000
PMAGR	AGGREGATE--OPERATIONAL MGMT ISSUES/R	309	7.2621359	1.7446479	0.6666667	10.0000000
PMDELTA	AGGREGATE DELTA--OPERATIONAL MGMT ISSUES	308	1.3598485	1.9245449	-5.1666667	6.8333333

-----RANK1=CDR-----

Variable Label	N	Mean	Std Dev	Minimum	Maximum
27QUES IMPCT OSHA REQ HOSP OP/CUR	96	6.0104167	2.4729901	0	10.0000000
27QUES IMPCT OSHA REQ HOSP OP/REQ	96	7.3437500	2.4010003	0	10.0000000
27DELTA DELTA-IMPACT OF OSHA ON HOSP	96	1.3333333	2.6464143	-8.0000000	8.0000000
28QUES EVAL PROP TO AQUR TECH/CUR	96	6.0625000	2.3342417	1.0000000	10.0000000
28QUES EVAL PROP TO AQUR TECH/REQ	96	7.6041667	1.9438387	0	10.0000000
28DELTA DELTA-EVAL PROP TO AQUR TECH	96	1.5416667	2.3347114	-7.0000000	7.0000000
29QUES OPP & LIM DOD/DON MATRL/CUR	96	5.0520833	2.7313763	0	10.0000000
29QUES OPP & LIM DOD/DON MATRL/REQ	96	7.1979167	2.0856391	0	10.0000000
29DELTA DELTA-OPP& LIM TO DOD/DON MATRL	96	2.1458333	2.9342951	-7.0000000	9.0000000
30QUES OVRSEE EQUIP MGMT PRG/CUR	96	5.3958333	2.7586387	0	10.0000000
30QUES OVRSEE EQUIP MGMT PRG/REQ	96	6.7916667	1.9244503	0	10.0000000
30DELTA DELTA-OVERSEE EQUIP MGMT PROGRAM	96	1.3958333	2.8264881	-7.0000000	9.0000000
31QUES ENSUR EXEC SECRTY REQ/CUR	96	5.3125000	2.5927531	0	10.0000000
31QUES ENSUR EXEC SECRTY REQ/REQ	96	6.7083333	2.2048591	0	10.0000000
31DELTA DELTA-ENSURE EXECUTION OF SEC REQS	96	1.3958333	2.5812244	-7.0000000	9.0000000
32QUES OVRSEE FACILITIES MGMT/CUR	96	5.0208333	2.7946534	0	10.0000000
32QUES OVRSEE FACILITIES MGMT/REQ	96	6.5833333	2.4523530	0	10.0000000
32DELTA DELTA-OVERSEE FAC MGMT	96	0.3020833	0.4615715	0	1.0000000
PMGMT OPERATIONS MGMT ISSUES	96	7.1562500	1.7907842	1.0000000	10.0000000
PMAGC AGGREGATE--OPERATIONAL MGMT ISSUES/C	96	5.4756944	2.1433945	0.8333333	9.6666667
PMAGR AGGREGATE--OPERATIONAL MGMT ISSUES/R	96	7.0381944	1.6568975	1.3333333	10.0000000
PMDELTA AGGREGATE DELTA--OPERATIONAL MGMT ISSUES	96	1.5625000	2.2958455	-7.3333333	8.3333333

OPERATIONS MANAGEMENT ISSUES MEANS AND DELTAS

-----RANK1=LCDR-----

Variable Label	N	Mean	Std Dev	Minimum	Maximum
27QUES IMPCT OSHA REQ HOSP OP/CUR	44	5.8863636	2.9271457	0	10.0000000
27QUES IMPCT OSHA REQ HOSP OP/REQ	43	7.7906977	1.7533388	2.0000000	10.0000000
27DELTA DELTA-IMPACT OF OSHA ON HOSP	43	2.0000000	2.3401262	-3.0000000	7.0000000
28QUES EVAL PROP TO AQUR TECH/CUR	44	5.9772727	2.2045264	0	10.0000000
28QUES EVAL PROP TO AQUR TECH/REQ	43	7.9302326	1.3164771	4.0000000	10.0000000
28DELTA DELTA-EVAL PROP TO AQUR TECH	43	2.0465116	2.0925433	-2.0000000	8.0000000
29QUES OPP & LIM DOD/DON MATRL/CUR	44	5.5454545	2.7318496	0	10.0000000
29QUES OPP & LIM DOD/DON MATRL/REQ	43	7.8604651	1.4239682	4.0000000	10.0000000
29DELTA DELTA-OPP& LIM TO DOD/DON MATRL	43	2.4186047	2.9458005	-2.0000000	9.0000000
30QUES OVRSEE EQUIP MGMT PRG/CUR	44	5.4318182	2.5825688	0	10.0000000
30QUES OVRSEE EQUIP MGMT PRG/REQ	43	7.4651163	1.7504943	4.0000000	10.0000000
30DELTA DELTA-OVERSEE EQUIP MGMT PROGRAM	43	2.1395349	2.5409166	-3.0000000	8.0000000
31QUES ENSUR EXEC SECRTY REQ/CUR	44	5.4772727	3.1437545	0	10.0000000
31QUES ENSUR EXEC SECRTY REQ/REQ	43	6.8604651	2.1885133	1.0000000	10.0000000
31DELTA DELTA-ENSURE EXECUTION OF SEC REQS	43	1.4883721	2.6219957	-5.0000000	8.0000000
32QUES OVRSEE FACILITIES MGMT/CUR	44	5.0681818	3.1725401	0	10.0000000
32QUES OVRSEE FACILITIES MGMT/REQ	43	6.7209302	2.4233544	0	10.0000000

32DELTA	DELTA-OVERSEE FAC NGMT	44	0.2727273	0.4505106	0	1.0000000
PMGMT	OPERATIONS NGMT ISSUES	44	7.0227273	1.7585490	3.0000000	10.0000000
PMAGC	AGGREGATE--OPERATIONAL NGMT ISSUES/C	44	5.5643939	2.3496704	0.3333333	9.8333333
PMAGR	AGGREGATE--OPERATIONAL NGMT ISSUES/R	43	7.4379845	1.2530509	5.0000000	10.0000000
PMDELTA	AGGREGATE DELTA--OPERATIONAL NGMT ISSUES	43	1.9728682	1.9686465	-1.1666667	7.1666667

-----RANK1=OTHER-----

Variable Label	N	Mean	Std Dev	Minimum	Maximum
27QUES IMPCT OSHA REQ HOSP OP/CUR	11	6.0909091	2.5477263	3.0000000	10.0000000
27QUES IMPCT OSHA REQ HOSP OP/REQ	11	7.8181818	1.4709304	5.0000000	10.0000000
27DELTA DELTA-IMPACT OF OSHA ON HOSP	11	1.7272727	2.5334131	-1.0000000	7.0000000
28QUES EVAL PROP TO AQUR TECH/CUR	11	5.3636364	2.2033033	2.0000000	8.0000000
28QUES EVAL PROP TO AQUR TECH/REQ	11	7.0000000	1.1832160	5.0000000	9.0000000
28DELTA DELTA-EVAL PROP TO AQUR TECH	11	1.6363636	2.9756588	-3.0000000	7.0000000
29QUES OPP & LIM DOD/DON MATRL/CUR	11	4.0909091	2.6250541	0	9.0000000
29QUES OPP & LIM DOD/DON MATRL/REQ	11	6.8181818	1.9908883	4.0000000	10.0000000
29DELTA DELTA-OPP& LIM TO DOD/DON MATRL	11	2.7272727	2.5334131	0	9.0000000
30QUES OVRSEE EQUIP NGMT PRG/CUR	11	4.4545455	2.4642904	0	7.0000000
30QUES OVRSEE EQUIP NGMT PRG/REQ	11	7.0909091	1.3003496	4.0000000	8.0000000
30DELTA DELTA-OVERSEE EQUIP NGMT PROGRAM	11	2.6363636	2.2922795	0	8.0000000
31QUES ENSUR EXEC SECRTY REQ/CUR	11	5.3636364	2.2922795	2.0000000	9.0000000
31QUES ENSUR EXEC SECRTY REQ/REQ	11	6.9090909	1.9211739	3.0000000	9.0000000
31DELTA DELTA-ENSURE EXECUTION OF SEC REQS	11	1.5454545	2.5045413	-1.0000000	7.0000000
32QUES OVRSEE FACILITIES NGMT/CUR	11	5.0000000	3.1304952	0	10.0000000
32QUES OVRSEE FACILITIES NGMT/REQ	11	6.9090909	2.5081685	0	10.0000000
32DELTA DELTA-OVERSEE FAC NGMT	11	0.2727273	0.4670994	0	1.0000000
PMGMT OPERATIONS NGMT ISSUES	11	7.6363636	1.4333686	4.0000000	9.0000000
PMAGC AGGREGATE--OPERATIONAL NGMT ISSUES/C	11	5.0606061	2.0713291	1.5000000	8.6666667
PMAGR AGGREGATE--OPERATIONAL NGMT ISSUES/R	11	7.0909091	1.1887520	4.8333333	8.5000000
PMDELTA AGGREGATE DELTA--OPERATIONAL NGMT ISSUES	11	2.0303030	2.2271284	-0.5000000	7.0000000

ORGANIZATIONAL BEHAVIOR ISSUES MEANS AND DELTAS

-----RANK1=' . '-----

Variable Label	N	Mean	Std Dev	Minimum	Maximum
33QUES KNOW SUP REQ OP FORC/CUR	3	8.3333333	0.5773503	8.0000000	9.0000000
33QUES KNOW SUP REQ OP FORC/REQ	3	8.0000000	1.0000000	7.0000000	9.0000000
33DELTA DELTA-KNOW & SUPPORT OPF FORCES	3	-0.3333333	0.5773503	-1.0000000	0
34QUES DEVL P & COMM COMD VISH/CUR	3	8.3333333	0.5773503	8.0000000	9.0000000
34QUES DEVL P & COMM COMD VISH/REQ	3	9.3333333	1.1547005	8.0000000	10.0000000
34DELTA DELTA-DEVELOP & COMM COMMAND VISION	3	1.0000000	1.0000000	0	2.0000000
35QUES IMPWR IND & WORK GRP/CUR	3	8.6666667	0.5773503	8.0000000	9.0000000
35QUES IMPWR IND & WORK GRP/REQ	3	9.3333333	1.1547005	8.0000000	10.0000000
35DELTA DELTA-EMPOWER INV & WORK GROUPS	3	0.6666667	0.5773503	0	1.0000000
36QUES DEVL P NON-PARCHL PERSP/CUR	3	9.0000000	1.0000000	8.0000000	10.0000000
36QUES DEVL P NON-PARCHL PERSP/REQ	3	10.0000000	0	10.0000000	10.0000000
36DELTA DELTA-DEVELOP NON-PAROCIAL PERSPECTIVE	3	1.0000000	1.0000000	0	2.0000000
37QUES BUILDING TRUST/CUR	3	9.3333333	0.5773503	9.0000000	10.0000000
37QUES BUILDING TRUST/REQ	3	10.0000000	0	10.0000000	10.0000000
37DELTA DELTA-BUILDING TRUST	3	0.6666667	0.5773503	0	1.0000000
38QUES MANAGING CHANGE/CUR	3	8.3333333	0.5773503	8.0000000	9.0000000
38QUES MANAGING CHANGE/REQ	3	9.3333333	1.1547005	8.0000000	10.0000000
38DELTA DELTA-MANAGING CHANGE	3	1.0000000	1.0000000	0	2.0000000
39QUES MANAGING CONFLICT/CUR	3	7.3333333	2.0816660	5.0000000	9.0000000
39QUES MANAGING CONFLICT/REQ	3	9.3333333	1.1547005	8.0000000	10.0000000
39DELTA DELTA-MANAGING CONFLICT	3	2.0000000	1.0000000	1.0000000	3.0000000
40QUES BUILDING TEAMWORK/CUR	2	8.0000000	0	8.0000000	8.0000000
40QUES BUILDING TEAMWORK/REQ	2	10.0000000	0	10.0000000	10.0000000
40DELTA DELTA-BUILDING TEAMWORK	2	2.0000000	0	2.0000000	2.0000000
41QUES DEVL P POS ORGAN CLINAT/CUR	3	8.6666667	0.5773503	8.0000000	9.0000000
41QUES DEVL P POS ORGAN CLINAT/REQ	3	10.0000000	0	10.0000000	10.0000000
41DELTA DELTA-DEVELOP POSITIVE ORG ENVIRONMENT	3	1.3333333	0.5773503	1.0000000	2.0000000
42QUES MOTIVATING PEOPLE/CUR	3	8.0000000	1.7320508	6.0000000	9.0000000
42QUES MOTIVATING PEOPLE/REQ	3	9.3333333	1.1547005	8.0000000	10.0000000

42DELTA	DELTA-MOTIVATING PEOPLE	3	1.3333333	0.5773503	1.0000000	2.0000000
43QUES	EMPLY COORD MECHNSM/CUR	3	7.6666667	1.5275252	6.0000000	9.0000000
43QUES	EMPLY COORD MECHNSM/REQ	3	9.0000000	1.7320508	7.0000000	10.0000000
43DELTA	DELTA-EMPLOY COORD MECHANISMS	3	1.3333333	0.5773503	1.0000000	2.0000000
44QUES	DEVL P SUBORDINATES/CUR	3	9.3333333	0.5773503	9.0000000	10.0000000
44QUES	DEVL P SUBORDINATES/REQ	3	10.0000000	0	10.0000000	10.0000000
44DELTA	DELTA-DEVELOP SUBORDINATES	3	0.6666667	0.5773503	0	1.0000000
45QUES	UNDRSTND ROLE CO & XO/CUR	3	8.3333333	0.5773503	8.0000000	9.0000000
45QUES	UNDRSTND ROLE CO & XO/REQ	3	9.6666667	0.5773503	9.0000000	10.0000000
45DELTA	DELTA-UNDERSTANDING ROLE OF CO/XO	3	1.3333333	0.5773503	1.0000000	2.0000000
46QUES	PROM INNOVT & RISK BHVR/CUR	3	7.0000000	1.0000000	6.0000000	8.0000000
46QUES	PROM INNOVT & RISK BHVR/REQ	3	9.0000000	1.0000000	8.0000000	10.0000000
46DELTA	DELTA-PROM INNOV. & RISK BEHAVIOR	3	2.0000000	0	2.0000000	2.0000000
RGNBEH	ORGANIZATIONAL BEHAVIOR	3	8.6666667	1.1547005	8.0000000	10.0000000
RGAGC	AGGREGATE--ORGANIZATIONAL BEHAVIOR/C	2	8.1071429	0.4545686	7.7857143	8.4285714
RGAGR	AGGREGATE--ORGANIZATIONAL BEHAVIOR/R	2	9.3571429	0.6060915	8.9285714	9.7857143
RGDELTA	AGGREGATE DELTA--ORGANIZATIONAL BEHAVIOR	2	1.2500000	0.1515229	1.1428571	1.3571429

 ORGANIZATIONAL BEHAVIOR ISSUES MEANS AND DELTAS

-----RANK1=ADM-----

Variable Label	N	Mean	Std Dev	Minimum	Maximum
33QUES KNOW SUP REQ OP FORC/CUR	10	9.4000000	0.8432740	8.0000000	10.0000000
33QUES KNOW SUP REQ OP FORC/REQ	10	9.4000000	0.6992059	8.0000000	10.0000000
33DELTA DELTA-KNOW & SUPPORT OPF FORCES	10	0	1.0540926	-2.0000000	2.0000000
34QUES DEVL P & COMM COMD VISION/CUR	10	9.2000000	1.0327956	8.0000000	10.0000000
34QUES DEVL P & COMM COMD VISION/REQ	10	9.7000000	0.6749486	8.0000000	10.0000000
34DELTA DELTA-DEVELOP & COMM COMMAND VISION	10	0.5000000	1.2692955	-2.0000000	2.0000000
35QUES IMPOWR IND & WORK GRP/CUR	10	9.5000000	0.5270463	9.0000000	10.0000000
35QUES IMPOWR IND & WORK GRP/REQ	10	9.5000000	0.7071068	8.0000000	10.0000000
35DELTA DELTA-EMPOWER INV & WORK GROUPS	10	0	0.9428090	-2.0000000	1.0000000
36QUES DEVL P NON-PARCHL PERSP/CUR	10	9.4000000	0.8432740	8.0000000	10.0000000
36QUES DEVL P NON-PARCHL PERSP/REQ	10	9.7000000	0.6749486	8.0000000	10.0000000
36DELTA DELTA-DEVELOP NON-PAROCHIAL PERSPECTIVE	10	0.3000000	1.1595018	-2.0000000	2.0000000
37QUES BUILDING TRUST/CUR	10	9.6000000	0.6992059	8.0000000	10.0000000
37QUES BUILDING TRUST/REQ	10	9.7000000	0.6749486	8.0000000	10.0000000
37DELTA DELTA-BUILDING TRUST	10	0.1000000	0.9944289	-2.0000000	2.0000000
38QUES MANAGING CHANGE/CUR	10	9.2000000	0.9189366	8.0000000	10.0000000
38QUES MANAGING CHANGE/REQ	10	9.7000000	0.6749486	8.0000000	10.0000000
38DELTA DELTA-MANAGING CHANGE	10	0.5000000	1.2692955	-2.0000000	2.0000000
39QUES MANAGING CONFLICT/CUR	10	8.8000000	1.0327956	7.0000000	10.0000000
39QUES MANAGING CONFLICT/REQ	10	9.6000000	0.6992059	8.0000000	10.0000000
39DELTA DELTA-MANAGING CONFLICT	10	0.8000000	1.2292726	-2.0000000	2.0000000
40QUES BUILDING TEAMWORK/CUR	10	9.5000000	0.8498366	8.0000000	10.0000000
40QUES BUILDING TEAMWORK/REQ	10	9.8000000	0.6324555	8.0000000	10.0000000
40DELTA DELTA-BUILDING TEAMWORK	10	0.3000000	1.1595018	-2.0000000	2.0000000
41QUES DEVL P OS ORGAN CLIMAT/CUR	10	9.5000000	0.7071068	8.0000000	10.0000000
41QUES DEVL P OS ORGAN CLIMAT/REQ	10	9.7000000	0.6749486	8.0000000	10.0000000
41DELTA DELTA-DEVELOP POSITIVE ORG ENVIRONMENT	10	0.2000000	1.1352924	-2.0000000	2.0000000
42QUES MOTIVATING PEOPLE/CUR	10	9.3000000	0.9486833	8.0000000	10.0000000
42QUES MOTIVATING PEOPLE/REQ	10	9.8000000	0.6324555	8.0000000	10.0000000
42DELTA DELTA-MOTIVATING PEOPLE	10	0.5000000	1.2692955	-2.0000000	2.0000000
43QUES EMPLY COORD MECHNSM/CUR	10	9.1000000	0.9944289	8.0000000	10.0000000
43QUES EMPLY COORD MECHNSM/REQ	10	9.5000000	0.7071068	8.0000000	10.0000000
43DELTA DELTA-EMPLOY COORD MECHANISMS	10	0.4000000	1.1737878	-2.0000000	2.0000000
44QUES DEVL P SUBORDINATES/CUR	10	9.4000000	0.8432740	8.0000000	10.0000000
44QUES DEVL P SUBORDINATES/REQ	10	9.6000000	0.6992059	8.0000000	10.0000000
44DELTA DELTA-DEVELOP SUBORDINATES	10	0.2000000	1.0327956	-2.0000000	2.0000000
45QUES UNDRSTND ROLE CO & XO/CUR	10	9.7000000	0.6749486	8.0000000	10.0000000
45QUES UNDRSTND ROLE CO & XO/REQ	10	10.0000000	0	10.0000000	10.0000000
45DELTA DELTA-UNDERSTANDING ROLE OF CO/XO	10	0.3000000	0.6749486	0	2.0000000
46QUES PROM INNOVT & RISK BHVR/CUR	10	9.5000000	0.8498366	8.0000000	10.0000000
46QUES PROM INNOVT & RISK BHVR/REQ	10	9.7000000	0.6749486	8.0000000	10.0000000
46DELTA DELTA-PROM INNOV. & RISK BEHAVIOR	10	0.2000000	1.0327956	-2.0000000	2.0000000
RGNBEH ORGANIZATIONAL BEHAVIOR	10	9.6000000	0.6992059	8.0000000	10.0000000
RGAGC AGGREGATE--ORGANIZATIONAL BEHAVIOR/C	10	9.3642857	0.6559081	8.2857143	10.0000000
RGAGR AGGREGATE--ORGANIZATIONAL BEHAVIOR/R	10	9.6714286	0.5152988	8.2857143	10.0000000
RGDELTA AGGREGATE DELTA--ORGANIZATIONAL BEHAVIOR	10	0.3071429	0.9240120	-1.7142857	1.5714286

ORGANIZATIONAL BEHAVIOR ISSUES MEANS AND DELTAS

-----RANK1=CAPT-----

Variable Label	N	Mean	Std Dev	Minimum	Maximum
33QUES KNOW SUP REQ OP FORC/CUR	311	7.9742765	1.9107457	0	10.0000000
33QUES KNOW SUP REQ OP FORC/REQ	312	8.7083333	1.5471770	1.0000000	10.0000000
33DELTA DELTA-KNOW & SUPPORT OPF FORCES	311	0.7299035	1.9321657	-6.0000000	7.0000000
34QUES DEVL & COMM COND VISM/CUR	311	7.8681672	1.7242061	0	10.0000000
34QUES DEVL & COMM COND VISM/REQ	312	8.8108974	1.5895994	0	10.0000000
34DELTA DELTA-DEVELOP & COMM COMMAND VISION	311	0.9421222	1.7588103	-8.0000000	7.0000000
35QUES IMPOWR IND & WORK GRP/CUR	311	8.3215434	1.5427726	2.0000000	10.0000000
35QUES IMPOWR IND & WORK GRP/REQ	312	8.9839744	1.3333707	2.0000000	10.0000000
35DELTA DELTA-EMPOWER INV & WORK GROUPS	311	0.6591640	1.4589782	-5.0000000	6.0000000
36QUES DEVL NON-PARCHL PERSP/CUR	306	8.2679739	1.6134945	1.0000000	10.0000000
36QUES DEVL NON-PARCHL PERSP/REQ	307	8.7752443	1.3351603	3.0000000	10.0000000
36DELTA DELTA-DEVELOP NON-PAROCHIAL PERSPECTIVE	306	0.5065359	1.4958817	-4.0000000	9.0000000
37QUES BUILDING TRUST/CUR	311	8.6527331	1.2932769	4.0000000	10.0000000
37QUES BUILDING TRUST/REQ	312	9.3365385	1.0106562	4.0000000	10.0000000
37DELTA DELTA-BUILDING TRUST	311	0.6816720	1.2945114	-5.0000000	5.0000000
38QUES MANAGING CHANGE/CUR	311	8.2797428	1.4730508	2.0000000	10.0000000
38QUES MANAGING CHANGE/REQ	312	9.2500000	1.0585739	4.0000000	10.0000000
38DELTA DELTA-MANAGING CHANGE	311	0.9678457	1.5172965	-5.0000000	7.0000000
39QUES MANAGING CONFLICT/CUR	311	8.0032154	1.5993918	1.0000000	10.0000000
39QUES MANAGING CONFLICT/REQ	312	9.1634615	1.1630200	4.0000000	10.0000000
39DELTA DELTA-MANAGING CONFLICT	311	1.1575563	1.7627688	-5.0000000	9.0000000
40QUES BUILDING TEAMWORK/CUR	310	8.4935484	1.4340825	3.0000000	10.0000000
40QUES BUILDING TEAMWORK/REQ	312	9.3461538	1.0153411	4.0000000	10.0000000
40DELTA DELTA-BUILDING TEAMWORK	310	0.8516129	1.5042273	-5.0000000	6.0000000
41QUES DEVL POS ORGAN CLIMAT/CUR	311	8.4630225	1.4065799	2.0000000	10.0000000
41QUES DEVL POS ORGAN CLIMAT/REQ	312	9.4038462	0.9405399	4.0000000	10.0000000
41DELTA DELTA-DEVELOP POSITIVE ORG ENVIRONMENT	311	0.9389068	1.4321642	-5.0000000	7.0000000
42QUES MOTIVATING PEOPLE/CUR	311	8.3536977	1.3429544	4.0000000	10.0000000
42QUES MOTIVATING PEOPLE/REQ	312	9.3205128	1.0015241	4.0000000	10.0000000
42DELTA DELTA-MOTIVATING PEOPLE	311	0.9678457	1.4342340	-5.0000000	6.0000000
43QUES EMPLY COORD MECHNSM/CUR	311	7.8360129	1.6758596	0	10.0000000
43QUES EMPLY COORD MECHNSM/REQ	312	8.7692308	1.3997986	0	10.0000000
43DELTA DELTA-EMPLOY COORD MECHANISMS	311	0.9324759	1.6358701	-4.0000000	7.0000000
44QUES DEVL SUBORDINATES/CUR	311	8.4276527	1.4436984	4.0000000	10.0000000
44QUES DEVL SUBORDINATES/REQ	312	9.0897436	1.2571176	2.0000000	10.0000000
44DELTA DELTA-DEVELOP SUBORDINATES	311	0.6591640	1.5344132	-5.0000000	6.0000000
45QUES UNDRSTND ROLE CO & XO/CUR	311	8.2186495	1.8570978	2.0000000	10.0000000
45QUES UNDRSTND ROLE CO & XO/REQ	312	9.0416667	1.7278300	0	10.0000000
45DELTA DELTA-UNDERSTANDING ROLE OF CO/XO	311	0.8199357	2.2011114	-10.0000000	8.0000000
46QUES PROM INNOVT & RISK BHVR/CUR	310	8.1032258	1.7091954	2.0000000	10.0000000
46QUES PROM INNOVT & RISK BHVR/REQ	311	8.8392283	1.3771891	2.0000000	10.0000000
46DELTA DELTA-PROM INNOV. & RISK BEHAVIOR	310	0.7322581	1.7411611	-5.0000000	7.0000000
RGNBEH ORGANIZATIONAL BEHAVIOR	312	8.2884615	1.7824064	1.0000000	10.0000000
RGAGC AGGREGATE--ORGANIZATIONAL BEHAVIOR/C	304	8.2159305	1.2433215	4.0000000	10.0000000
RGAGR AGGREGATE--ORGANIZATIONAL BEHAVIOR/R	306	9.0546218	0.9694657	4.4285714	10.0000000
RGDELTA AGGREGATE DELTA--ORGANIZATIONAL BEHAVIOR	304	0.8369361	1.2507940	-3.9285714	5.4285714

ORGANIZATIONAL BEHAVIOR ISSUES MEANS AND DELTAS

-----RANK1=CDR-----

Variable Label	N	Mean	Std Dev	Minimum	Maximum
33QUES KNOW SUP REQ OP FORC/CUR	96	7.5729167	1.9668023	1.0000000	10.0000000
33QUES KNOW SUP REQ OP FORC/REQ	96	8.3125000	1.9963783	0	10.0000000
33DELTA DELTA-KNOW & SUPPORT OPF FORCES	96	0.7395833	2.2675969	-8.0000000	7.0000000
34QUES DEVL & COMM COND VISM/CUR	96	7.3229167	1.8834168	1.0000000	10.0000000
34QUES DEVL & COMM COND VISM/REQ	96	8.9270833	1.5440534	1.0000000	10.0000000
34DELTA DELTA-DEVELOP & COMM COMMAND VISION	96	1.6041667	2.1739083	-5.0000000	7.0000000
35QUES IMPOWR IND & WORK GRP/CUR	96	7.9583333	1.5621622	3.0000000	10.0000000
35QUES IMPOWR IND & WORK GRP/REQ	96	8.9062500	1.4731143	3.0000000	10.0000000
35DELTA DELTA-EMPOWER INV & WORK GROUPS	96	0.9479167	1.8771187	-5.0000000	7.0000000
36QUES DEVL NON-PARCHL PERSP/CUR	95	8.1578947	1.7764164	0	10.0000000
36QUES DEVL NON-PARCHL PERSP/REQ	95	8.6631579	1.6282776	0	10.0000000

36DELTA	DELTA-DEVELOP NON-PAROCHIAL PERSPECTIVE	95	0.5052632	1.7496120	-4.0000000	7.0000000
37QUES	BUILDING TRUST/CUR	95	8.4842105	1.3672706	5.0000000	10.0000000
37QUES	BUILDING TRUST/REQ	96	9.3229167	1.0808845	5.0000000	10.0000000
37DELTA	DELTA-BUILDING TRUST	95	0.8315789	1.4993093	-4.0000000	5.0000000
38QUES	MANAGING CHANGE/CUR	96	8.0208333	1.5422415	4.0000000	10.0000000
38QUES	MANAGING CHANGE/REQ	96	9.2500000	0.9947229	6.0000000	10.0000000
38DELTA	DELTA-MANAGING CHANGE	96	1.2291667	1.6123155	-2.0000000	6.0000000
39QUES	MANAGING CONFLICT/CUR	96	7.7500000	1.7229106	2.0000000	10.0000000
39QUES	MANAGING CONFLICT/REQ	96	9.2500000	1.0662280	6.0000000	10.0000000
39DELTA	DELTA-MANAGING CONFLICT	96	1.5000000	1.7411430	-3.0000000	7.0000000
40QUES	BUILDING TEAMWORK/CUR	96	8.2187500	1.4882213	5.0000000	10.0000000
40QUES	BUILDING TEAMWORK/REQ	96	9.3333333	1.0327956	4.0000000	10.0000000
40DELTA	DELTA-BUILDING TEAMWORK	96	1.1145833	1.6148638	-3.0000000	5.0000000
41QUES	DEVL POS ORGAN CLINAT/CUR	96	8.1562500	1.4017142	4.0000000	10.0000000
41QUES	DEVL POS ORGAN CLINAT/REQ	96	9.3333333	1.1846978	3.0000000	10.0000000
41DELTA	DELTA-DEVELOP POSITIVE ORG ENVIRONMENT	96	1.1770833	1.6732873	-4.0000000	6.0000000
42QUES	MOTIVATING PEOPLE/CUR	96	7.8541667	1.5893009	4.0000000	10.0000000
42QUES	MOTIVATING PEOPLE/REQ	96	9.2604167	1.3474716	2.0000000	10.0000000
42DELTA	DELTA-MOTIVATING PEOPLE	96	1.4062500	1.6516539	-4.0000000	6.0000000
43QUES	EMPLY COORD MECHNSM/CUR	96	7.5312500	1.9625608	0	10.0000000
43QUES	EMPLY COORD MECHNSM/REQ	96	8.6145833	1.4536328	2.0000000	10.0000000
43DELTA	DELTA-EMPLOY COORD MECHANISMS	96	1.0833333	1.9394338	-4.0000000	6.0000000
44QUES	DEVL SUBORDINATES/CUR	96	8.1145833	1.6017740	3.0000000	10.0000000
44QUES	DEVL SUBORDINATES/REQ	96	9.2083333	1.2218766	4.0000000	10.0000000
44DELTA	DELTA-DEVELOP SUBORDINATES	96	1.0937500	1.4873369	-2.0000000	5.0000000
45QUES	UNDRSTND ROLE CO & XO/CUR	96	7.7187500	1.7574091	1.0000000	10.0000000
45QUES	UNDRSTND ROLE CO & XO/REQ	96	8.9791667	1.8352064	0	10.0000000
45DELTA	DELTA-UNDERSTANDING ROLE OF CO/XO	96	1.2604167	2.4761804	-10.0000000	9.0000000
46QUES	PROM INNOVT & RISK BHVR/CUR	96	7.7187500	1.5403562	4.0000000	10.0000000
46QUES	PROM INNOVT & RISK BHVR/REQ	96	8.6562500	1.4713268	4.0000000	10.0000000
46DELTA	DELTA-PROM INNOV. & RISK BEHAVIOR	96	0.9575000	1.7877507	-5.0000000	5.0000000
RGNBEH	ORGANIZATIONAL BEHAVIOR	96	7.9270833	2.1484133	1.0000000	10.0000000
RGAGC	AGGREGATE--ORGANIZATIONAL BEHAVIOR/C	94	7.9118541	1.2240470	4.7142857	9.9285714
RGAGR	AGGREGATE--ORGANIZATIONAL BEHAVIOR/R	95	8.9954887	1.0523020	4.6428571	10.0000000
RGDELTA	AGGREGATE DELTA--ORGANIZATIONAL BEHAVIOR	94	1.0790274	1.3278002	-2.6428571	4.5000000

ORGANIZATIONAL BEHAVIOR ISSUES MEANS AND DELTAS

-----RANK1=LCDR-----

Variable Label	N	Mean	Std Dev	Minimum	Maximum
33QUES	44	7.1363636	2.4739659	0	10.0000000
33QUES	43	8.7674419	1.4282392	5.0000000	10.0000000
33DELTA	43	1.6976744	1.9824814	-2.0000000	7.0000000
34QUES	44	7.4545455	1.9223840	2.0000000	10.0000000
34QUES	43	8.7674419	1.6159504	3.0000000	10.0000000
34DELTA	43	1.3720930	2.0589324	-4.0000000	7.0000000
35QUES	44	7.9772727	1.9823481	2.0000000	10.0000000
35QUES	43	8.8139535	1.5622910	3.0000000	10.0000000
35DELTA	43	0.8837209	1.6505310	-2.0000000	5.0000000
36QUES	42	7.8809524	2.2867847	0	10.0000000
36QUES	42	8.6428571	1.4620638	5.0000000	10.0000000
36DELTA	41	0.8292683	1.8695245	-2.0000000	8.0000000
37QUES	44	8.6818182	1.3601082	4.0000000	10.0000000
37QUES	43	9.3953488	1.1575741	5.0000000	10.0000000
37DELTA	43	0.7441860	1.1566171	-2.0000000	4.0000000
38QUES	44	8.4318182	1.4207389	4.0000000	10.0000000
38QUES	43	9.2790698	1.1613945	6.0000000	10.0000000
38DELTA	43	0.8837209	1.1993908	-3.0000000	4.0000000
39QUES	44	8.2954545	1.4399539	4.0000000	10.0000000
39QUES	43	9.3488372	0.9972276	7.0000000	10.0000000
39DELTA	43	1.0930233	1.3595159	-2.0000000	5.0000000
40QUES	44	8.4318182	1.5310390	4.0000000	10.0000000
40QUES	43	9.2325581	1.1513390	6.0000000	10.0000000
40DELTA	43	0.8372093	1.2711119	-2.0000000	4.0000000
41QUES	44	8.4318182	1.4690248	4.0000000	10.0000000
41QUES	43	9.4186047	0.9058686	7.0000000	10.0000000
41DELTA	43	1.0232558	1.3360990	-2.0000000	5.0000000
42QUES	44	8.3181818	1.5061537	4.0000000	10.0000000
42QUES	43	9.4186047	0.9815575	6.0000000	10.0000000

42DELTA	DELTA-MOTIVATING PEOPLE	43	1.1395349	1.5052511	-2.0000000	5.0000000
43QUES	EMPLY COORD MECHNSM/CUR	44	7.3409091	1.6836171	4.0000000	10.0000000
43QUES	EMPLY COORD MECHNSM/REQ	43	8.6976744	1.1656775	5.0000000	10.0000000
43DELTA	DELTA-EMPLOY COORD MECHANISMS	43	1.4186047	1.7075819	-2.0000000	5.0000000
44QUES	DEVLN SUBORDINATES/CUR	44	8.2500000	1.4487364	5.0000000	10.0000000
44QUES	DEVLN SUBORDINATES/REQ	43	9.1162791	1.0512872	7.0000000	10.0000000
44DELTA	DELTA-DEVELOP SUBORDINATES	43	0.9069767	1.5246226	-2.0000000	5.0000000
45QUES	UNDRSTND ROLE CO & XO/CUR	44	7.5909091	2.1708232	0	10.0000000
45QUES	UNDRSTND ROLE CO & XO/REQ	43	9.0697674	1.0778141	6.0000000	10.0000000
45DELTA	DELTA-UNDERSTANDING ROLE OF CO/XO	43	1.5348837	2.1968466	-2.0000000	10.0000000
46QUES	PROM INNOVT & RISK SHVR/CUR	44	7.8409091	1.7245583	3.0000000	10.0000000
46QUES	PROM INNOVT & RISK SHVR/REQ	43	8.6744186	1.3578858	5.0000000	10.0000000
46DELTA	DELTA-PROM INNOV. & RISK BEHAVIOR	43	0.8837209	1.4993539	-2.0000000	4.0000000
RGNBEH	ORGANIZATIONAL BEHAVIOR	44	7.7727273	2.0444324	1.0000000	10.0000000
RGAGC	AGGREGATE--ORGANIZATIONAL BEHAVIOR/C	42	8.0306122	1.1656207	4.6428571	10.0000000
RGAGR	AGGREGATE--ORGANIZATIONAL BEHAVIOR/R	42	9.0816327	0.8192209	7.0000000	10.0000000
RGDELTA	AGGREGATE DELTA--ORGANIZATIONAL BEHAVIOR	41	1.0940767	1.0610737	-2.0000000	2.9285714

ORGANIZATIONAL BEHAVIOR ISSUES MEANS AND DELTAS

-----RANK1=OTHER-----

Variable Label	N	Mean	Std Dev	Minimum	Maximum
33QUES	11	6.6363636	2.5009089	3.0000000	10.0000000
33QUES	11	7.9090909	0.9438798	7.0000000	10.0000000
33DELTA	11	1.2727273	2.6866674	-3.0000000	5.0000000
34QUES	11	7.0000000	2.2803509	3.0000000	10.0000000
34QUES	11	8.1818182	1.4012981	5.0000000	10.0000000
34DELTA	11	1.1818182	2.6388703	-2.0000000	5.0000000
35QUES	11	7.5454545	2.0670576	3.0000000	10.0000000
35QUES	11	8.4545455	1.4396969	6.0000000	10.0000000
35DELTA	11	0.9090909	2.3001976	-2.0000000	5.0000000
36QUES	11	7.0909091	1.9211739	3.0000000	9.0000000
36QUES	11	7.6363636	1.5015144	5.0000000	10.0000000
36DELTA	11	0.5454545	2.5045413	-3.0000000	5.0000000
37QUES	11	8.0000000	1.3416408	6.0000000	10.0000000
37QUES	11	8.3636364	1.3618170	6.0000000	10.0000000
37DELTA	11	0.3636364	2.0135902	-3.0000000	4.0000000
38QUES	11	7.1818182	1.4012981	5.0000000	9.0000000
38QUES	11	8.3636364	1.2060454	6.0000000	10.0000000
38DELTA	11	1.1818182	2.1362669	-1.0000000	5.0000000
39QUES	11	7.0000000	1.3416408	5.0000000	9.0000000
39QUES	11	8.2727273	1.1908744	6.0000000	10.0000000
39DELTA	11	1.2727273	1.9021519	-1.0000000	5.0000000
40QUES	11	7.4545455	1.3684763	5.0000000	9.0000000
40QUES	11	8.5454545	1.1281521	7.0000000	10.0000000
40DELTA	11	1.0909091	1.7580981	-2.0000000	4.0000000
41QUES	11	7.6363636	1.5666989	5.0000000	9.0000000
41QUES	11	8.5454545	0.9341987	7.0000000	10.0000000
41DELTA	11	0.9090909	2.0225996	-2.0000000	4.0000000
42QUES	11	7.7272727	1.5550504	5.0000000	10.0000000
42QUES	11	8.6363636	1.1200649	7.0000000	10.0000000
42DELTA	11	0.9090909	1.7580981	-2.0000000	4.0000000
43QUES	11	6.3636364	1.6292776	4.0000000	9.0000000
43QUES	11	7.7272727	1.2720778	6.0000000	10.0000000
43DELTA	11	1.3636364	2.2922795	-2.0000000	5.0000000
44QUES	11	7.7272727	1.2720778	6.0000000	9.0000000
44QUES	11	8.3636364	1.0269106	7.0000000	10.0000000
44DELTA	11	0.6363636	1.7477258	-2.0000000	4.0000000
45QUES	11	7.2727273	2.1950357	3.0000000	10.0000000
45QUES	11	8.3636364	1.5666989	5.0000000	10.0000000
45DELTA	11	1.0909091	2.9139165	-3.0000000	7.0000000
46QUES	11	6.8181818	1.7215215	4.0000000	9.0000000
46QUES	11	7.6363636	1.0269106	6.0000000	9.0000000
46DELTA	11	0.8181818	1.9908883	-2.0000000	5.0000000
RGNBEH	11	7.4545455	1.8635255	4.0000000	10.0000000
RGAGC	11	7.2467532	1.4812996	4.6428571	8.7857143
RGAGR	11	8.2142857	0.9465296	6.5714286	9.9285714
RGDELTA	11	0.9675325	1.8855962	-1.2857143	4.6428571

MANPOWER MANAGEMENT/HRM ISSUES MEANS AND DELTAS

RANK1='

Variable Label	N	Mean	Std Dev	Minimum	Maximum
47QUES MNG CIV PER BY REG PROC/CUR	3	7.000000	1.000000	6.000000	8.000000
47QUES MNG CIV PER BY REG PROC/REQ	3	8.000000	2.000000	6.000000	10.000000
47DELTA DELTA-MANAGING CIV PERSONNEL	3	1.000000	1.000000	0	2.000000
48QUES MNG MIL PER BY REG PROC/CUR	3	8.000000	1.000000	7.000000	9.000000
48QUES MNG MIL PER BY REG PROC/REQ	3	8.333333	1.527525	7.000000	10.000000
48DELTA DELTA-MANAGING MIL PERSONNEL	3	0.333333	2.081666	-2.000000	2.000000
49QUES EVAL MANPWR STAF NEEDS/CUR	3	7.666667	1.527525	6.000000	9.000000
49QUES EVAL MANPWR STAF NEEDS/REQ	3	8.000000	1.732050	7.000000	10.000000
49DELTA DELTA-EVAL MANPOWER STAFFING NEEDS	3	0.333333	2.081666	-2.000000	2.000000
50QUES MANAGE LABOR RELATIONS/CUR	3	4.000000	3.000000	1.000000	7.000000
50QUES MANAGE LABOR RELATIONS/REQ	3	6.666667	1.527525	5.000000	8.000000
50DELTA DELTA-MANAGE LABOR RELATIONS	3	2.666667	1.527525	1.000000	4.000000
51QUES MANG MULTI-CULT DIVRSTY/CUR	3	7.333333	1.527525	6.000000	9.000000
51QUES MANG MULTI-CULT DIVRSTY/REQ	3	7.333333	2.516611	5.000000	10.000000
51DELTA DELTA-MANAGE MULTI-CULT DIVERSITY	3	0	1.000000	-1.000000	1.000000
52QUES PROM ETHICL PRAC IN OPS/CUR	3	8.333333	0.577350	8.000000	9.000000
52QUES PROM ETHICL PRAC IN OPS/REQ	3	9.000000	1.732050	7.000000	10.000000
52DELTA DELTA-PROMOTE ETHICAL PRAC IN OPS	3	0	0	0	0
ANPOWER MANPOWER/HUMAN RES MGNT	3	8.333333	2.081666	6.000000	10.000000
ANAGC AGGREGATE--MANPOWER MGNT/HRM ISSUES/C	3	7.055556	0.822147	6.500000	8.000000
ANAGR AGGREGATE--MANPOWER MGNT/HRM ISSUES/R	3	7.888889	1.575271	6.666667	9.666667
ANDELTA AGGREGATE DELTA-- MANPOWER MGNT/HRM ISSU	3	0.833333	0.763762	0.166667	1.666667

RANK1=ADM

Variable Label	N	Mean	Std Dev	Minimum	Maximum
47QUES MNG CIV PER BY REG PROC/CUR	10	7.400000	1.429840	5.000000	9.000000
47QUES MNG CIV PER BY REG PROC/REQ	10	8.500000	0.849836	7.000000	10.000000
47DELTA DELTA-MANAGING CIV PERSONNEL	10	1.100000	1.100504	-1.000000	3.000000
48QUES MNG MIL PER BY REG PROC/CUR	10	8.400000	1.646545	5.000000	10.000000
48QUES MNG MIL PER BY REG PROC/REQ	10	8.700000	0.948683	7.000000	10.000000
48DELTA DELTA-MANAGING MIL PERSONNEL	10	0.300000	1.251665	-2.000000	3.000000
49QUES EVAL MANPWR STAF NEEDS/CUR	10	7.700000	1.418136	5.000000	9.000000
49QUES EVAL MANPWR STAF NEEDS/REQ	10	8.800000	1.032795	7.000000	10.000000
49DELTA DELTA-EVAL MANPOWER STAFFING NEEDS	10	1.100000	1.449137	-1.000000	3.000000
50QUES MANAGE LABOR RELATIONS/CUR	10	6.500000	1.433720	5.000000	8.000000
50QUES MANAGE LABOR RELATIONS/REQ	10	8.500000	0.849836	7.000000	10.000000
50DELTA DELTA-MANAGE LABOR RELATIONS	10	2.000000	1.054092	1.000000	4.000000
51QUES MANG MULTI-CULT DIVRSTY/CUR	10	8.200000	1.619327	5.000000	10.000000
51QUES MANG MULTI-CULT DIVRSTY/REQ	10	8.900000	0.567646	8.000000	10.000000
51DELTA DELTA-MANAGE MULTI-CULT DIVERSITY	10	0.700000	1.636391	-2.000000	4.000000
52QUES PROM ETHICL PRAC IN OPS/CUR	10	9.300000	0.948683	7.000000	10.000000
52QUES PROM ETHICL PRAC IN OPS/REQ	10	9.800000	0.421637	9.000000	10.000000
52DELTA DELTA-PROMOTE ETHICAL PRAC IN OPS	10	0.700000	0.483045	0	1.000000
ANPOWER MANPOWER/HUMAN RES MGNT	10	9.000000	1.054092	7.000000	10.000000
ANAGC AGGREGATE--MANPOWER MGNT/HRM ISSUES/C	10	7.916667	1.152694	5.333333	9.166667
ANAGR AGGREGATE--MANPOWER MGNT/HRM ISSUES/R	10	8.866667	0.670360	7.666667	10.000000
ANDELTA AGGREGATE DELTA-- MANPOWER MGNT/HRM ISSU	10	0.950000	0.978314	-0.833333	3.166667

MANPOWER MANAGEMENT/HRM ISSUES MEANS AND DELTAS

RANK1=CAPT

Variable Label	N	Mean	Std Dev	Minimum	Maximum
47QUES MNG CIV PER BY REG PROC/CUR	311	6.398713	2.110312	0	10.000000
47QUES MNG CIV PER BY REG PROC/REQ	312	8.038461	1.942533	0	10.000000
47DELTA DELTA-MANAGING CIV PERSONNEL	311	1.639871	2.371650	-8.000000	8.000000
48QUES MNG MIL PER BY REG PROC/CUR	311	7.945337	1.524076	3.000000	10.000000
48QUES MNG MIL PER BY REG PROC/REQ	312	8.586538	1.562897	0	10.000000

48DELTA	DELTA-MANAGING MIL PERSONNEL	311	0.6366559	1.7761340	-8.0000000	7.0000000
49QUES	EVAL MANPWR STAF NEEDS/CUR	310	7.3645161	1.8202472	0	10.0000000
49QUES	EVAL MANPWR STAF NEEDS/REQ	311	8.4726688	1.4674068	0	10.0000000
49DELTA	DELTA-EVAL MANPOWER STAFFING NEEDS	310	1.1032258	1.8351977	-5.0000000	7.0000000
50QUES	MANAGE LABOR RELATIONS/CUR	309	5.1229773	2.6219149	0	10.0000000
50QUES	MANAGE LABOR RELATIONS/REQ	310	7.0419355	2.7035006	0	10.0000000
50DELTA	DELTA-MANAGE LABOR RELATIONS	309	1.9255663	2.9050382	-7.0000000	10.0000000
51QUES	MANG MULTI-CULT DIVRSTY/CUR	311	7.4662379	1.8008918	2.0000000	10.0000000
51QUES	MANG MULTI-CULT DIVRSTY/REQ	312	8.1891026	1.8390573	0	10.0000000
51DELTA	DELTA-MANAGE MULTI-CULT DIVERSITY	311	0.7202572	1.9581611	-9.0000000	6.0000000
52QUES	PROM ETHICL PRAC IN OPS/CUR	310	8.3709677	1.5033282	3.0000000	10.0000000
52QUES	PROM ETHICL PRAC IN OPS/REQ	311	9.0192926	1.3653361	2.0000000	10.0000000
52DELTA	DELTA-PROMOTE ETHICAL PRAC IN OPS	312	0.4615385	0.4993193	0	1.0000000
ANPOWER	MANPOWER/HUMAN RES MGMT	312	8.2243590	1.5676542	2.0000000	10.0000000
ANAGC	AGGREGATE--MANPOWER MGMT/HRM ISSUES/C	308	7.1033550	1.4821460	2.0000000	10.0000000
ANAGR	AGGREGATE--MANPOWER MGMT/HRM ISSUES/R	309	8.2254585	1.4700764	2.6666667	10.0000000
ANDELTA	AGGREGATE DELTA-- MANPOWER MGMT/HRM ISSU	308	1.1206710	1.6023853	-5.0000000	5.1666667

-----RANK1=CDR-----

Variable Label	N	Mean	Std Dev	Minimum	Maximum
47QUES	96	6.5520833	2.4011830	1.0000000	10.0000000
47QUES	96	8.1250000	1.9960487	0	10.0000000
47DELTA	96	1.5729167	2.6147146	-7.0000000	7.0000000
48QUES	96	7.9791667	1.6414318	4.0000000	10.0000000
48QUES	96	8.6354167	1.4966909	1.0000000	10.0000000
48DELTA	96	0.6562500	1.6340336	-8.0000000	5.0000000
49QUES	95	7.2210526	2.0842824	1.0000000	10.0000000
49QUES	95	8.4000000	1.5533081	1.0000000	10.0000000
49DELTA	95	1.1789474	2.3922701	-8.0000000	6.0000000
50QUES	96	5.0208333	2.8909265	0	10.0000000
50QUES	96	7.1979167	2.4904863	0	10.0000000
50DELTA	96	2.1770833	3.0122375	-7.0000000	9.0000000
51QUES	96	7.2395833	2.0557739	2.0000000	10.0000000
51QUES	96	7.8958333	2.2500487	0	10.0000000
51DELTA	96	0.6562500	2.2703031	-9.0000000	7.0000000
52QUES	96	8.3750000	1.4814644	3.0000000	10.0000000
52QUES	96	8.9687500	1.9109277	0	10.0000000
52DELTA	96	0.4583333	0.5008764	0	1.0000000
ANPOWER	96	8.0520833	1.7910291	2.0000000	10.0000000
ANAGC	95	7.0649123	1.6601459	3.1666667	10.0000000
ANAGR	95	8.2070175	1.5840733	1.0000000	10.0000000
ANDELTA	95	1.1421053	1.8920276	-7.6666667	5.3333333

MANPOWER MANAGEMENT/HRM ISSUES MEANS AND DELTAS

-----RANK1=LCDR-----

Variable Label	N	Mean	Std Dev	Minimum	Maximum
47QUES	44	6.6590909	2.6496440	0	10.0000000
47QUES	43	8.6511628	1.2702403	5.0000000	10.0000000
47DELTA	43	2.0697674	2.4436053	-2.0000000	9.0000000
48QUES	44	7.9090909	1.7760445	3.0000000	10.0000000
48QUES	43	8.9302326	1.0093692	7.0000000	10.0000000
48DELTA	43	1.0697674	1.7374769	-2.0000000	5.0000000
49QUES	44	7.3181818	2.0089651	2.0000000	10.0000000
49QUES	43	8.6511628	1.1102063	6.0000000	10.0000000
49DELTA	43	1.3953488	1.9777276	-2.0000000	6.0000000
50QUES	44	5.0454545	2.7530494	0	10.0000000
50QUES	43	7.3953488	2.0718009	0	10.0000000
50DELTA	43	2.4651163	3.0106860	-6.0000000	9.0000000
51QUES	44	7.3409091	2.0224689	2.0000000	10.0000000
51QUES	43	7.6046512	2.2901397	0	10.0000000
51DELTA	43	0.3255814	1.6434709	-5.0000000	4.0000000
52QUES	44	8.4545455	1.5470083	4.0000000	10.0000000
52QUES	43	9.0232558	1.5037789	5.0000000	10.0000000
52DELTA	44	0.5000000	0.5057805	0	1.0000000

ANPOWER	MANPOWER/HUMAN RES NGMT	44	8.0000000	1.8172302	4.0000000	10.0000000
ANAGC	AGGREGATE--MANPOWER NGMT/HRM ISSUES/C	44	7.1212121	1.7055024	3.1666667	10.0000000
ANAGR	AGGREGATE--MANPOWER NGMT/HRM ISSUES/R	43	8.3759690	1.1121581	6.3333333	10.0000000
ANDELTA	AGGREGATE DELTA-- MANPOWER NGMT/HRM ISSU	43	1.3217054	1.4617682	-1.6666667	4.0000000

-----RANK1=OTHER-----

Variable Label	N	Mean	Std Dev	Minimum	Maximum
47QUES MNG CIV PER BY REG PROC/CUR	11	6.5454545	2.6594600	2.0000000	9.0000000
47QUES MNG CIV PER BY REG PROC/REQ	11	8.0909091	0.9438798	7.0000000	10.0000000
47DELTA DELTA-MANAGING CIV PERSONNEL	11	1.5454545	2.9787124	-2.0000000	7.0000000
48QUES MNG MIL PER BY REG PROC/CUR	11	7.6363636	1.9116865	4.0000000	9.0000000
48QUES MNG MIL PER BY REG PROC/REQ	11	8.5454545	0.9341987	7.0000000	10.0000000
48DELTA DELTA-MANAGING MIL PERSONNEL	11	0.9090909	2.1658507	-2.0000000	5.0000000
49QUES EVAL MANPWR STAF NEEDS/CUR	11	6.5454545	2.2962420	3.0000000	9.0000000
49QUES EVAL MANPWR STAF NEEDS/REQ	11	8.5454545	0.8201995	7.0000000	10.0000000
49DELTA DELTA-EVAL MANPOWER STAFFING NEEDS	11	2.0000000	2.6832816	-1.0000000	6.0000000
50QUES MANAGE LABOR RELATIONS/CUR	11	4.7272727	2.5334131	1.0000000	9.0000000
50QUES MANAGE LABOR RELATIONS/REQ	11	7.3636364	1.9632996	4.0000000	10.0000000
50DELTA DELTA-MANAGE LABOR RELATIONS	11	2.6363636	3.6680438	-4.0000000	8.0000000
51QUES MANG MULTI-CULT DIVRSTY/CUR	11	6.2727273	2.0045403	3.0000000	9.0000000
51QUES MANG MULTI-CULT DIVRSTY/REQ	11	7.6363636	1.7477258	4.0000000	9.0000000
51DELTA DELTA-MANAGE MULTI-CULT DIVERSITY	11	1.3636364	3.0421284	-5.0000000	6.0000000
52QUES PROM ETHICL PRAC IN OPS/CUR	11	6.9090909	1.5782614	4.0000000	9.0000000
52QUES PROM ETHICL PRAC IN OPS/REQ	11	8.4545455	1.5075567	5.0000000	10.0000000
52DELTA DELTA-PROMOTE ETHICAL PRAC IN OPS	11	0.2727273	0.4670994	0	1.0000000
ANPOWER MANPOWER/HUMAN RES NGMT	11	7.9090909	1.9211739	4.0000000	10.0000000
ANAGC AGGREGATE--MANPOWER NGMT/HRM ISSUES/C	11	6.4393939	1.8727175	3.0000000	9.0000000
ANAGR AGGREGATE--MANPOWER NGMT/HRM ISSUES/R	11	8.1060606	0.8105990	7.0000000	9.5000000
ANDELTA AGGREGATE DELTA-- MANPOWER NGMT/HRM ISSU	11	1.6666667	2.5055494	-1.6666667	6.1666667

COMMUNICATIONS ISSUES MEANS AND DELTAS

-----RANK1=' . '-----

Variable Label	N	Mean	Std Dev	Minimum	Maximum
C53QUES WRITING EFFECTIVELY/CUR	3	7.3333333	1.5275252	6.0000000	9.0000000
R53QUES WRITING EFFECTIVELY/REQ	3	9.0000000	1.0000000	8.0000000	10.0000000
Q53DELTA DELTA-WRITING EFFECTIVELY	3	1.6666667	2.3094011	-1.0000000	3.0000000
C54QUES POS & NEG FEEDBACK/CUR	3	7.3333333	1.1547005	6.0000000	8.0000000
R54QUES POS & NEG FEEDBACK/REQ	3	9.0000000	1.0000000	8.0000000	10.0000000
Q54DELTA DELTA-POS & NEG FEEDBACK	3	1.6666667	1.5275252	0	3.0000000
C55QUES DELVR EFF ORAL PRES/CUR	3	8.0000000	1.0000000	7.0000000	9.0000000
R55QUES DELVR EFF ORAL PRES/REQ	3	8.6666667	2.3094011	6.0000000	10.0000000
Q55DELTA DELTA-DELV EFF ORAL PRESENTATION	3	0.6666667	1.5275252	-1.0000000	2.0000000
C56QUES LISTENING EFFECTIVELY/CUR	3	8.0000000	0	8.0000000	8.0000000
R56QUES LISTENING EFFECTIVELY/REQ	3	9.3333333	1.1547005	8.0000000	10.0000000
Q56DELTA DELTA-LISTENING EFFECTIVELY	3	1.3333333	1.1547005	0	2.0000000
C57QUES BLD WORK & SUPRT RELTN/CUR	3	8.0000000	1.0000000	7.0000000	9.0000000
R57QUES BLD WORK & SUPRT RELTN/REQ	3	10.0000000	0	10.0000000	10.0000000
Q57DELTA DELTA-BUILD WORKING & SUPPORT RELAT	3	2.0000000	1.0000000	1.0000000	3.0000000
C58QUES REP ORGN TO EXTRNL GRP/CUR	3	7.6666667	1.5275252	6.0000000	9.0000000
R58QUES REP ORGN TO EXTRNL GRP/REQ	3	9.3333333	1.1547005	8.0000000	10.0000000
Q58DELTA DELTA-REPRESENT ORG TO EXTERNAL GRPS	3	1.6666667	0.5773503	1.0000000	2.0000000
C59QUES CLIMATE OF OPEN COMM/CUR	3	7.3333333	0.5773503	7.0000000	8.0000000
R59QUES CLIMATE OF OPEN COMM/REQ	3	9.3333333	1.1547005	8.0000000	10.0000000
Q59DELTA DELTA-CLIMATE OF OPEN COMMUNICATIONS	3	2.0000000	1.0000000	1.0000000	3.0000000
C60QUES CONDUCT MEETINGS EFF/CUR	3	8.6666667	0.5773503	8.0000000	9.0000000
R60QUES CONDUCT MEETINGS EFF/REQ	3	9.3333333	1.1547005	8.0000000	10.0000000
Q60DELTA DELTA-CONDUCT MEETINGS EFFECTIVELY	3	0.6666667	1.5275252	-1.0000000	2.0000000
COMM COMMUNICATION	3	9.3333333	1.1547005	8.0000000	10.0000000
COMAGC AGGREGATE--COMMUNICATIONS/C	3	7.7916667	0.1909407	7.6250000	8.0000000
COMAGR AGGREGATE--COMMUNICATIONS/R	3	9.2500000	1.0897247	8.0000000	10.0000000
COMDELTA AGGREGATE DELTA--COMMUNICATIONS	3	1.4583333	1.0921119	0.2500000	2.3750000

-----RANK1=ADM-----

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C53QUES	WRITING EFFECTIVELY/CUR	10	8.8000000	1.0327956	7.0000000	10.0000000
R53QUES	WRITING EFFECTIVELY/REQ	10	9.7000000	0.4830459	9.0000000	10.0000000
Q53DELTA	DELTA-WRITING EFFECTIVELY	10	0.9000000	0.9944289	0	3.0000000
C54QUES	POS & NEG FEEDBACK/CUR	10	8.7000000	0.8232726	8.0000000	10.0000000
R54QUES	POS & NEG FEEDBACK/REQ	10	9.7000000	0.4830459	9.0000000	10.0000000
Q54DELTA	DELTA-POS & NEG FEEDBACK	10	1.0000000	0.8164966	0	2.0000000
C55QUES	DELVR EFF ORAL PRES/CUR	10	8.8000000	0.9189366	7.0000000	10.0000000
R55QUES	DELVR EFF ORAL PRES/REQ	10	9.7000000	0.4830459	9.0000000	10.0000000
Q55DELTA	DELTA-DELV EFF ORAL PRESENTATION	10	0.9000000	0.9944289	0	3.0000000
C56QUES	LISTENING EFFECTIVELY/CUR	10	9.1000000	0.9944289	8.0000000	10.0000000
R56QUES	LISTENING EFFECTIVELY/REQ	10	9.9000000	0.3162278	9.0000000	10.0000000
Q56DELTA	DELTA-LISTENING EFFECTIVELY	10	0.8000000	1.1352924	-1.0000000	2.0000000
C57QUES	BLD WORK & SUPRT RELTN/CUR	10	8.9000000	1.1005049	7.0000000	10.0000000
R57QUES	BLD WORK & SUPRT RELTN/REQ	10	9.8000000	0.4216370	9.0000000	10.0000000
Q57DELTA	DELTA-BUILD WORKING & SUPPORT RELAT	10	0.9000000	0.9944289	0	3.0000000
C58QUES	REP ORGN TO EXTRNL GRP/CUR	10	9.3000000	1.0593499	7.0000000	10.0000000
R58QUES	REP ORGN TO EXTRNL GRP/REQ	10	9.8000000	0.4216370	9.0000000	10.0000000
Q58DELTA	DELTA-REPRESENT ORG TO EXTERNAL GRPS	10	0.5000000	0.7071068	0	2.0000000
C59QUES	CLIMATE OF OPEN COMM/CUR	10	9.3000000	0.8232726	8.0000000	10.0000000
R59QUES	CLIMATE OF OPEN COMM/REQ	10	9.8000000	0.4216370	9.0000000	10.0000000
Q59DELTA	DELTA-CLIMATE OF OPEN COMMUNICATIONS	10	0.5000000	0.8498366	0	2.0000000
C60QUES	CONDUCT MEETINGS EFF/CUR	10	8.9000000	0.8755950	8.0000000	10.0000000
R60QUES	CONDUCT MEETINGS EFF/REQ	10	9.7000000	0.4830459	9.0000000	10.0000000
Q60DELTA	DELTA-CONDUCT MEETINGS EFFECTIVELY	10	0.8000000	0.9189366	0	2.0000000
COMM	COMMUNICATION	10	9.8000000	0.4216370	9.0000000	10.0000000
COMAGC	AGGREGATE--COMMUNICATIONS/C	10	8.9750000	0.6313566	8.2500000	10.0000000
COMAGR	AGGREGATE--COMMUNICATIONS/R	10	9.7625000	0.4016027	9.0000000	10.0000000
CONDELTA	AGGREGATE DELTA--COMMUNICATIONS	10	0.7875000	0.5560588	0	1.5000000

COMMUNICATIONS ISSUES MEANS AND DELTAS

RANK1=CAPT

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C53QUES	WRITING EFFECTIVELY/CUR	311	8.5305466	1.2718539	4.0000000	10.0000000
R53QUES	WRITING EFFECTIVELY/REQ	312	9.2051282	1.0376696	5.0000000	10.0000000
Q53DELTA	DELTA-WRITING EFFECTIVELY	311	0.6720257	1.3057523	-5.0000000	5.0000000
C54QUES	POS & NEG FEEDBACK/CUR	311	8.2443730	1.3765638	3.0000000	10.0000000
R54QUES	POS & NEG FEEDBACK/REQ	312	9.1858974	1.1470891	0	10.0000000
Q54DELTA	DELTA-POS & NEG FEEDBACK	311	0.9389068	1.5448554	-10.0000000	7.0000000
C55QUES	DELVR EFF ORAL PRES/CUR	311	8.0675241	1.4586582	3.0000000	10.0000000
R55QUES	DELVR EFF ORAL PRES/REQ	312	9.0512821	1.1300905	4.0000000	10.0000000
Q55DELTA	DELTA-DELV EFF ORAL PRESENTATION	311	0.9807074	1.6262804	-4.0000000	7.0000000
C56QUES	LISTENING EFFECTIVELY/CUR	311	8.3311897	1.4711061	1.0000000	10.0000000
R56QUES	LISTENING EFFECTIVELY/REQ	312	9.3429487	0.9859210	3.0000000	10.0000000
Q56DELTA	DELTA-LISTENING EFFECTIVELY	311	1.0096463	1.5912777	-4.0000000	9.0000000
C57QUES	BLD WORK & SUPRT RELTN/CUR	310	7.7516129	1.7477440	0	10.0000000
R57QUES	BLD WORK & SUPRT RELTN/REQ	311	8.8392283	1.2648619	0	10.0000000
Q57DELTA	DELTA-BUILD WORKING & SUPPORT RELAT	310	1.0838710	1.7064691	-4.0000000	7.0000000
C58QUES	REP ORGN TO EXTRNL GRP/CUR	311	7.6816720	1.9087959	1.0000000	10.0000000
R58QUES	REP ORGN TO EXTRNL GRP/REQ	312	8.5641026	1.6382859	0	10.0000000
Q58DELTA	DELTA-REPRESENT ORG TO EXTERNAL GRPS	311	0.8778135	1.7591759	-6.0000000	8.0000000
C59QUES	CLIMATE OF OPEN COMM/CUR	311	8.5980707	1.2835923	4.0000000	10.0000000
R59QUES	CLIMATE OF OPEN COMM/REQ	312	9.2884615	0.9723483	5.0000000	10.0000000
Q59DELTA	DELTA-CLIMATE OF OPEN COMMUNICATIONS	311	0.6881029	1.2401170	-4.0000000	5.0000000
C60QUES	CONDUCT MEETINGS EFF/CUR	311	8.0803859	1.4289522	4.0000000	10.0000000
R60QUES	CONDUCT MEETINGS EFF/REQ	312	9.0833333	1.0993031	3.0000000	10.0000000
Q60DELTA	DELTA-CONDUCT MEETINGS EFFECTIVELY	311	1.0000000	1.4300914	-4.0000000	5.0000000
COMM	COMMUNICATION	312	8.8750000	1.7012621	1.0000000	10.0000000
COMAGC	AGGREGATE--COMMUNICATIONS/C	310	8.1657258	1.1182622	4.7500000	10.0000000
COMAGR	AGGREGATE--COMMUNICATIONS/R	311	9.0707395	0.8960149	5.2500000	10.0000000
CONDELTA	AGGREGATE DELTA--COMMUNICATIONS	310	0.9020161	1.1433137	-3.7500000	4.5000000

RANK1=CDR

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C53QUES	WRITING EFFECTIVELY/CUR	96	8.3645833	1.2741957	5.0000000	10.0000000
R53QUES	WRITING EFFECTIVELY/REQ	96	9.2083333	1.0752397	5.0000000	10.0000000
Q53DELTA	DELTA-WRITING EFFECTIVELY	96	0.8437500	1.4240648	-3.0000000	5.0000000
C54QUES	POS & NEG FEEDBACK/CUR	96	8.1458333	1.4580388	4.0000000	10.0000000
R54QUES	POS & NEG FEEDBACK/REQ	96	9.2083333	1.0251230	5.0000000	10.0000000
Q54DELTA	DELTA-POS & NEG FEEDBACK	96	1.0625000	1.5547042	-3.0000000	6.0000000
C55QUES	DELVR EFF ORAL PRES/CUR	96	7.8437500	1.6243420	4.0000000	10.0000000
R55QUES	DELVR EFF ORAL PRES/REQ	96	9.1145833	0.9933441	5.0000000	10.0000000
Q55DELTA	DELTA-DELV EFF ORAL PRESENTATION	96	1.2708333	1.6825993	-2.0000000	6.0000000
C56QUES	LISTENING EFFECTIVELY/CUR	96	8.0625000	1.5681870	3.0000000	10.0000000
R56QUES	LISTENING EFFECTIVELY/REQ	96	9.4375000	0.8683014	7.0000000	10.0000000
Q56DELTA	DELTA-LISTENING EFFECTIVELY	96	1.3750000	1.6367490	-2.0000000	7.0000000
C57QUES	BLD WORK & SUPRT RELTN/CUR	96	7.3958333	1.8265825	1.0000000	10.0000000
R57QUES	BLD WORK & SUPRT RELTN/REQ	96	8.7708333	1.3493013	3.0000000	10.0000000
Q57DELTA	DELTA-BUILD WORKING & SUPPORT RELAT	96	1.3750000	1.8764468	-3.0000000	7.0000000
C58QUES	REP ORGN TO EXTRNL GRP/CUR	96	7.7916667	1.7646629	1.0000000	10.0000000
R58QUES	REP ORGN TO EXTRNL GRP/REQ	96	8.7500000	1.3298199	4.0000000	10.0000000
Q58DELTA	DELTA-REPRESENT ORG TO EXTERNAL GRPS	96	0.9583333	1.9353589	-4.0000000	7.0000000
C59QUES	CLIMATE OF OPEN COMM/CUR	96	8.6145833	1.3944989	3.0000000	10.0000000
R59QUES	CLIMATE OF OPEN COMM/REQ	96	9.2916667	1.0148027	5.0000000	10.0000000
Q59DELTA	DELTA-CLIMATE OF OPEN COMMUNICATIONS	96	0.6770833	1.1470309	-2.0000000	4.0000000
C60QUES	CONDUCT MEETINGS EFF/CUR	96	8.1458333	1.4065947	4.0000000	10.0000000
R60QUES	CONDUCT MEETINGS EFF/REQ	96	9.0000000	1.2565617	2.0000000	10.0000000
Q60DELTA	DELTA-CONDUCT MEETINGS EFFECTIVELY	96	0.8541667	1.6668860	-7.0000000	6.0000000
COMM	COMMUNICATION	96	8.6875000	1.8767974	2.0000000	10.0000000
COMAGC	AGGREGATE--COMMUNICATIONS/C	96	8.0455729	1.1479558	5.1250000	10.0000000
COMAGR	AGGREGATE--COMMUNICATIONS/R	96	9.0976563	0.8738156	5.6250000	10.0000000
COMDELTA	AGGREGATE DELTA--COMMUNICATIONS	96	1.0520833	1.1785733	-1.8750000	4.7500000

COMMUNICATIONS ISSUES MEANS AND DELTAS

RANK1=LCDR

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C53QUES	WRITING EFFECTIVELY/CUR	44	8.4090909	1.5449570	3.0000000	10.0000000
R53QUES	WRITING EFFECTIVELY/REQ	43	9.3953488	0.8205554	8.0000000	10.0000000
Q53DELTA	DELTA-WRITING EFFECTIVELY	43	1.0232558	1.6545518	-2.0000000	7.0000000
C54QUES	POS & NEG FEEDBACK/CUR	44	8.2045455	1.3043674	5.0000000	10.0000000
R54QUES	POS & NEG FEEDBACK/REQ	43	9.0930233	0.9465213	7.0000000	10.0000000
Q54DELTA	DELTA-POS & NEG FEEDBACK	43	0.9302326	1.2610530	-2.0000000	4.0000000
C55QUES	DELVR EFF ORAL PRES/CUR	44	8.3409091	1.3799761	5.0000000	10.0000000
R55QUES	DELVR EFF ORAL PRES/REQ	43	9.2325581	0.8954171	7.0000000	10.0000000
Q55DELTA	DELTA-DELV EFF ORAL PRESENTATION	43	0.9302326	1.3521649	-2.0000000	4.0000000
C56QUES	LISTENING EFFECTIVELY/CUR	44	8.3863636	1.4975314	3.0000000	10.0000000
R56QUES	LISTENING EFFECTIVELY/REQ	43	9.3023256	0.8873418	8.0000000	10.0000000
Q56DELTA	DELTA-LISTENING EFFECTIVELY	43	0.9534884	1.5793285	-2.0000000	5.0000000
C57QUES	BLD WORK & SUPRT RELTN/CUR	44	7.1363636	2.2884026	0	10.0000000
R57QUES	BLD WORK & SUPRT RELTN/REQ	43	8.5116279	1.8564186	2.0000000	10.0000000
Q57DELTA	DELTA-BUILD WORKING & SUPPORT RELAT	43	1.4418605	2.2071564	-4.0000000	6.0000000
C58QUES	REP ORGN TO EXTRNL GRP/CUR	44	7.3409091	2.3121839	0	10.0000000
R58QUES	REP ORGN TO EXTRNL GRP/REQ	43	8.4186047	2.0613514	0	10.0000000
Q58DELTA	DELTA-REPRESENT ORG TO EXTERNAL GRPS	43	1.1395349	1.7536546	-4.0000000	6.0000000
C59QUES	CLIMATE OF OPEN COMM/CUR	44	8.5454545	1.3546568	6.0000000	10.0000000
R59QUES	CLIMATE OF OPEN COMM/REQ	43	9.1860465	0.9821215	6.0000000	10.0000000
Q59DELTA	DELTA-CLIMATE OF OPEN COMMUNICATIONS	43	0.6744186	1.1280183	-2.0000000	3.0000000
C60QUES	CONDUCT MEETINGS EFF/CUR	43	7.9534884	1.4301763	5.0000000	10.0000000
R60QUES	CONDUCT MEETINGS EFF/REQ	43	8.9767442	1.1849929	5.0000000	10.0000000
Q60DELTA	DELTA-CONDUCT MEETINGS EFFECTIVELY	42	1.0714286	1.5364333	-3.0000000	5.0000000
COMM	COMMUNICATION	44	8.4090909	2.2754318	2.0000000	10.0000000
COMAGC	AGGREGATE--COMMUNICATIONS/C	43	8.0465116	1.2241443	5.2500000	10.0000000
COMAGR	AGGREGATE--COMMUNICATIONS/R	43	9.0145349	0.9174277	6.5000000	10.0000000
COMDELTA	AGGREGATE DELTA--COMMUNICATIONS	42	1.0029762	1.0867439	-2.0000000	3.3750000

RANK1=OTHER

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C53QUES	WRITING EFFECTIVELY/CUR	11	7.7272727	2.1019471	4.0000000	10.0000000
R53QUES	WRITING EFFECTIVELY/REQ	11	9.0000000	0.7745967	8.0000000	10.0000000
Q53DELTA	DELTA-WRITING EFFECTIVELY	11	1.2727273	2.0538213	-1.0000000	5.0000000
C54QUES	POS & NEG FEEDBACK/CUR	11	7.4545455	1.8090681	5.0000000	9.0000000
R54QUES	POS & NEG FEEDBACK/REQ	11	8.5454545	0.9341987	7.0000000	10.0000000
Q54DELTA	DELTA-POS & NEG FEEDBACK	11	1.0909091	2.1191765	-1.0000000	5.0000000
C55QUES	DELVR EFF ORAL PRES/CUR	11	7.4545455	1.7529196	5.0000000	10.0000000
R55QUES	DELVR EFF ORAL PRES/REQ	11	8.4545455	1.1281521	7.0000000	10.0000000
Q55DELTA	DELTA-DELVR EFF ORAL PRESENTATION	11	1.0000000	2.1447611	-2.0000000	5.0000000
C56QUES	LISTENING EFFECTIVELY/CUR	11	7.8181818	1.8340219	5.0000000	10.0000000
R56QUES	LISTENING EFFECTIVELY/REQ	11	8.7272727	1.1037127	7.0000000	10.0000000
Q56DELTA	DELTA-LISTENING EFFECTIVELY	11	0.9090909	2.2115400	-2.0000000	5.0000000
C57QUES	BLD WORK & SUPRT RELTN/CUR	11	6.7272727	2.5334131	1.0000000	10.0000000
R57QUES	BLD WORK & SUPRT RELTN/REQ	11	8.2727273	1.2720778	6.0000000	10.0000000
Q57DELTA	DELTA-BUILD WORKING & SUPPORT RELAT	11	1.5454545	3.1737560	-2.0000000	9.0000000
C58QUES	REP ORGN TO EXTRNL GRP/CUR	11	7.3636364	1.6895400	5.0000000	10.0000000
R58QUES	REP ORGN TO EXTRNL GRP/REQ	11	7.8181818	1.5374122	4.0000000	10.0000000
Q58DELTA	DELTA-REPRESENT ORG TO EXTERNAL GRPS	11	0.4545455	2.4642904	-3.0000000	4.0000000
C59QUES	CLIMATE OF OPEN COMM/CUR	11	8.1818182	1.3280197	6.0000000	10.0000000
R59QUES	CLIMATE OF OPEN COMM/REQ	11	8.5454545	1.2933396	6.0000000	10.0000000
Q59DELTA	DELTA-CLIMATE OF OPEN COMMUNICATIONS	11	0.3636364	1.9632996	-2.0000000	4.0000000
C60QUES	CONDUCT MEETINGS EFF/CUR	11	7.3636364	1.5015144	5.0000000	9.0000000
R60QUES	CONDUCT MEETINGS EFF/REQ	11	8.2727273	1.0090500	7.0000000	10.0000000
Q60DELTA	DELTA-CONDUCT MEETINGS EFFECTIVELY	11	0.9090909	2.0714510	-1.0000000	5.0000000
COMM	COMMUNICATION	11	8.4545455	2.3393861	3.0000000	10.0000000
COMAGC	AGGREGATE--COMMUNICATIONS/C	11	7.5113636	1.6263980	4.7500000	9.3750000
COMAGR	AGGREGATE--COMMUNICATIONS/R	11	8.4545455	0.8482937	7.2500000	9.7500000
COMDELTA	AGGREGATE DELTA--COMMUNICATIONS	11	0.9431818	2.1362669	-1.2500000	5.0000000

FINANCIAL MANAGEMENT MEANS AND DELTAS

POSIT1=

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C1QUES	INTERP FINAN STATEMENTS/CUR	8	4.6250000	1.7677670	2.0000000	7.0000000
R1QUES	INTERP FINAN STATEMENTS/REQ	8	7.6250000	2.0658793	5.0000000	10.0000000
Q1DELTA	DELTA-INTERP FINAN STATEMENTS	8	3.0000000	2.7255406	0	7.0000000
C2QUES	RECOG FUNDNG SOURCES/CUR	8	4.8750000	2.5319388	2.0000000	9.0000000
R2QUES	RECOG FUNDNG SOURCES/REQ	8	7.8750000	1.6420806	5.0000000	10.0000000
Q2DELTA	DELTA-RECOG FUNDNG SOURCES	8	3.0000000	2.5634798	0	7.0000000
C3QUES	EVAL OPER & CAP BUDGETS/CUR	8	5.5000000	2.9277002	1.0000000	9.0000000
R3QUES	EVAL OPER & CAP BUDGETS/REQ	8	7.7500000	2.1213203	5.0000000	10.0000000
Q3DELTA	DELTA-EVAL OPER & CAP BUDGETS	8	2.2500000	3.2841611	-1.0000000	7.0000000
C4QUES	RES MGMT ADV & DRMBK/CUR	8	4.5000000	1.5118579	3.0000000	7.0000000
R4QUES	RES MGMT ADV & DRMBK/REQ	8	8.1250000	1.4577380	6.0000000	10.0000000
Q4DELTA	DELTA-RESOURCE MGMT ADV & DRAWBCKS	8	3.6250000	1.9226098	1.0000000	7.0000000
C5QUES	MAX BEN FROM REIMBR/CUR	8	3.0000000	1.8516402	0	6.0000000
R5QUES	MAX BEN FROM REIMBR/REQ	8	6.6250000	2.6152028	3.0000000	10.0000000
Q5DELTA	DELTA-MAX BEN FROM REIMBR	8	3.6250000	2.3867192	0	7.0000000
C6QUES	WORK W/PROCUREMENT SYS/CUR	8	5.1250000	2.5319388	1.0000000	8.0000000
R6QUES	WORK W/PROCUREMENT SYS/REQ	8	8.0000000	1.9272482	5.0000000	10.0000000
Q6DELTA	DELTA-WORK W/PROCUREMENT SYSTEM	8	2.8750000	2.4748737	0	8.0000000
C7QUES	COST-BENFT ANAL TECH/CUR	8	5.5000000	2.5071327	1.0000000	9.0000000
R7QUES	COST-BENFT ANAL TECH/REQ	8	8.0000000	2.3904572	4.0000000	10.0000000
Q7DELTA	DELTA-COST/BENEFIT ANAL TECH	8	2.5000000	2.3904572	0	6.0000000
FINMGMT	FINANCIAL/RESOURCE MGMT	8	7.8750000	2.2951813	4.0000000	10.0000000
FINAGC	AGGREGATE--FINANCIAL/C	8	4.7321429	1.8648779	1.8571429	6.8571429
FINAGR	AGGREGATE--FINANCIAL/R	8	7.7142857	1.5442926	5.7142857	9.8571429
FINDELTA	AGGREGATE DELTA--FINANCIAL	8	2.9821429	2.3392176	0.2857143	6.7142857

POSIT1=CO

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C1QUES	INTERP FINAN STATEMENTS/CUR	97	6.2680412	2.3252037	1.0000000	10.0000000
R1QUES	INTERP FINAN STATEMENTS/REQ	97	7.6597938	1.5538031	2.0000000	10.0000000

Q1DELTA	DELTA-INTERP FINAN STATEMNTS	97	1.3917526	2.1484331	-4.0000000	8.0000000
C2QUES	RECOG FUNDNG SOURCES/CUR	97	6.9587629	2.2216619	2.0000000	10.0000000
R2QUES	RECOG FUNDNG SOURCES/REQ	97	8.3402062	1.2981284	4.0000000	10.0000000
Q2DELTA	DELTA-RECOG FUNDING SOURCES	97	1.3814433	2.2241258	-5.0000000	7.0000000
C3QUES	EVAL OPER & CAP BUDGETS/CUR	97	6.5567010	2.3002222	1.0000000	10.0000000
R3QUES	EVAL OPER & CAP BUDGETS/REQ	97	7.8247423	1.8028352	0	10.0000000
Q3DELTA	DELTA-EVAL OPER & CAP BUDGETS	97	1.2680412	2.1238500	-3.0000000	8.0000000
C4QUES	RES MGMT ADV & DRMBK/CUR	95	5.1789474	3.0211275	0	10.0000000
R4QUES	RES MGMT ADV & DRMBK/REQ	95	6.7157895	3.3728047	0	10.0000000
Q4DELTA	DELTA-RESOURCE MGMT ADV & DRMBACKS	95	1.5368421	2.8389784	-10.0000000	9.0000000
C5QUES	MAX BEN FROM REIMBR/CUR	94	4.5851064	3.1704603	0	10.0000000
R5QUES	MAX BEN FROM REIMBR/REQ	94	6.0425532	3.3598352	0	10.0000000
Q5DELTA	DELTA-MAX BEN FROM REIMBR	94	1.4574468	3.0573898	-10.0000000	10.0000000
C6QUES	WORK W/PROCUREMENT SYS/CUR	97	5.2474227	2.3364455	0	10.0000000
R6QUES	WORK W/PROCUREMENT SYS/REQ	97	6.8144330	1.7460067	2.0000000	10.0000000
Q6DELTA	DELTA-WORK W/PROCUREMENT SYSTEM	97	1.5670103	2.5896719	-5.0000000	8.0000000
C7QUES	COST-BENFT ANAL TECH/CUR	97	6.1134021	2.5243658	0	10.0000000
R7QUES	COST-BENFT ANAL TECH/REQ	97	7.4639175	2.0055229	0	10.0000000
Q7DELTA	DELTA-COST/BENEFIT ANAL TECH	97	1.3505155	2.5414941	-9.0000000	7.0000000
FINMGMT	FINANCIAL/RESOURCE MGMT	97	7.8556701	1.4505006	3.0000000	10.0000000
FINAGC	AGGREGATE--FINANCIAL/C	94	5.8723404	2.1673934	1.2857143	10.0000000
FINAGR	AGGREGATE--FINANCIAL/R	94	7.2765957	1.6065491	2.8571429	10.0000000
FINDELTA	AGGREGATE DELTA--FINANCIAL	94	1.4042553	2.0701583	-3.2857143	8.0000000

FINANCIAL MANAGEMENT MEANS AND DELTAS

----- POSIT1=DN -----

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C1QUES	INTERP FINAN STATEMNTS/CUR	43	5.2558140	2.5550419	0	9.0000000
R1QUES	INTERP FINAN STATEMNTS/REQ	44	7.7045455	1.9238956	0	10.0000000
Q1DELTA	DELTA-INTERP FINAN STATEMNTS	43	2.4186047	2.4027024	-2.0000000	7.0000000
C2QUES	RECOG FUNDNG SOURCES/CUR	44	5.5227273	2.8650958	1.0000000	10.0000000
R2QUES	RECOG FUNDNG SOURCES/REQ	44	8.2500000	1.8442242	0	10.0000000
Q2DELTA	DELTA-RECOG FUNDING SOURCES	44	2.7272727	2.5732401	-2.0000000	8.0000000
C3QUES	EVAL OPER & CAP BUDGETS/CUR	44	5.2727273	2.7900457	0	9.0000000
R3QUES	EVAL OPER & CAP BUDGETS/REQ	44	7.7500000	2.2112293	0	10.0000000
Q3DELTA	DELTA-EVAL OPER & CAP BUDGETS	44	2.4772727	2.8077023	-4.0000000	8.0000000
C4QUES	RES MGMT ADV & DRMBK/CUR	44	5.5000000	2.2874786	0	9.0000000
R4QUES	RES MGMT ADV & DRMBK/REQ	44	7.8863636	2.1804193	0	10.0000000
Q4DELTA	DELTA-RESOURCE MGMT ADV & DRMBACKS	44	2.3863636	2.9822413	-5.0000000	9.0000000
C5QUES	MAX BEN FROM REIMBR/CUR	44	4.9090909	2.6920916	0	9.0000000
R5QUES	MAX BEN FROM REIMBR/REQ	44	7.5000000	2.4824969	0	10.0000000
Q5DELTA	DELTA-MAX BEN FROM REIMBR	44	2.5909091	2.8555795	-4.0000000	9.0000000
C6QUES	WORK W/PROCUREMENT SYS/CUR	44	4.4090909	2.6087347	0	9.0000000
R6QUES	WORK W/PROCUREMENT SYS/REQ	44	7.3181818	2.1433806	0	10.0000000
Q6DELTA	DELTA-WORK W/PROCUREMENT SYSTEM	44	2.9090909	2.8839426	-2.0000000	8.0000000
C7QUES	COST-BENFT ANAL TECH/CUR	44	5.0000000	2.7786562	0	10.0000000
R7QUES	COST-BENFT ANAL TECH/REQ	44	7.4318182	2.0842457	0	10.0000000
Q7DELTA	DELTA-COST/BENEFIT ANAL TECH	44	2.4318182	2.5735482	-2.0000000	7.0000000
FINMGMT	FINANCIAL/RESOURCE MGMT	44	8.0000000	1.9047065	2.0000000	10.0000000
FINAGC	AGGREGATE--FINANCIAL/C	43	5.1694352	2.1966614	0.4285714	8.8571429
FINAGR	AGGREGATE--FINANCIAL/R	44	7.6915584	1.6841040	0	10.0000000
FINDELTA	AGGREGATE DELTA--FINANCIAL	43	2.5116279	2.3182700	-2.4285714	7.7142857

----- POSIT1=DIR -----

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C1QUES	INTERP FINAN STATEMNTS/CUR	143	5.2307692	2.4686551	0	10.0000000
R1QUES	INTERP FINAN STATEMNTS/REQ	143	7.4895105	1.7597500	3.0000000	10.0000000
Q1DELTA	DELTA-INTERP FINAN STATEMNTS	143	2.2587413	2.5693570	-5.0000000	8.0000000
C2QUES	RECOG FUNDNG SOURCES/CUR	143	5.3916084	2.6029100	0	10.0000000
R2QUES	RECOG FUNDNG SOURCES/REQ	143	7.9090909	1.6138009	2.0000000	10.0000000
Q2DELTA	DELTA-RECOG FUNDING SOURCES	143	2.5174825	2.6078245	-3.0000000	10.0000000
C3QUES	EVAL OPER & CAP BUDGETS/CUR	143	5.1958042	2.7405632	0	10.0000000
R3QUES	EVAL OPER & CAP BUDGETS/REQ	142	7.6197183	1.8130042	0	10.0000000
Q3DELTA	DELTA-EVAL OPER & CAP BUDGETS	142	2.3873239	2.6573826	-3.0000000	10.0000000

C4QUES	RES MGMT ADV & DRMBK/CUR	143	5.4125874	2.4302341	0	10.0000000
R4QUES	RES MGMT ADV & DRMBK/REQ	143	7.8531469	1.9426932	1.0000000	10.0000000
Q4DELTA	DELTA-RESOURCE MGMT ADV & DRAWBACKS	143	2.4405594	2.3274915	-4.0000000	10.0000000
C5QUES	MAX BEN FROM REIMBR/CUR	143	4.9020979	2.8217333	0	10.0000000
R5QUES	MAX BEN FROM REIMBR/REQ	143	7.3706294	2.4600421	0	10.0000000
Q5DELTA	DELTA-MAX BEN FROM REIMBR	143	2.4685315	2.7547761	-3.0000000	10.0000000
C6QUES	WORK W/PROCUREMENT SYS/CUR	143	4.5874126	2.7071337	0	10.0000000
R6QUES	WORK W/PROCUREMENT SYS/REQ	143	6.9860140	2.1262478	0	10.0000000
Q6DELTA	DELTA-WORK W/PROCUREMENT SYSTEM	143	2.3986014	2.8187997	-5.0000000	10.0000000
C7QUES	COST-BENFT ANAL TECH/CUR	143	5.6223776	2.5805453	0	10.0000000
R7QUES	COST-BENFT ANAL TECH/REQ	143	7.6503497	2.0904166	0	10.0000000
Q7DELTA	DELTA-COST/BENEFIT ANAL TECH	143	2.0279720	2.5173876	-5.0000000	10.0000000
FINMGMT	FINANCIAL/RESOURCE MGMT	143	8.0839161	1.5988398	1.0000000	10.0000000
FINAGC	AGGREGATE--FINANCIAL/C	143	5.1918082	2.2081342	0.1428571	9.8571429
FINAGR	AGGREGATE--FINANCIAL/R	142	7.5663984	1.5689316	2.1428571	10.0000000
FINDELTA	AGGREGATE DELTA--FINANCIAL	142	2.3511066	2.1567347	-2.8571429	9.5714286

FINANCIAL MANAGEMENT MEANS AND DELTAS

----- POSIT1=OPS -----

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C1QUES	INTERP FINAN STATEMNTS/CUR	16	3.4375000	2.8040150	0	9.0000000
R1QUES	INTERP FINAN STATEMNTS/REQ	16	6.1250000	2.1252451	2.0000000	8.0000000
Q1DELTA	DELTA-INTERP FINAN STATEMNTS	16	2.6875000	2.8917987	-2.0000000	7.0000000
C2QUES	RECOG FUNDNG SOURCES/CUR	16	4.9375000	2.5421448	2.0000000	9.0000000
R2QUES	RECOG FUNDNG SOURCES/REQ	16	6.8750000	1.9958290	3.0000000	9.0000000
Q2DELTA	DELTA-RECOG FUNDING SOURCES	16	1.9375000	2.6196374	-2.0000000	6.0000000
C3QUES	EVAL OPER & CAP BUDGETS/CUR	16	4.5000000	2.7325202	1.0000000	9.0000000
R3QUES	EVAL OPER & CAP BUDGETS/REQ	16	7.0000000	2.0000000	2.0000000	10.0000000
Q3DELTA	DELTA-EVAL OPER & CAP BUDGETS	16	2.5000000	2.4494897	-2.0000000	6.0000000
C4QUES	RES MGMT ADV & DRMBK/CUR	16	5.1250000	2.8017851	1.0000000	10.0000000
R4QUES	RES MGMT ADV & DRMBK/REQ	16	7.4375000	2.3935678	1.0000000	10.0000000
Q4DELTA	DELTA-RESOURCE MGMT ADV & DRAWBACKS	16	2.3125000	3.0269622	-2.0000000	7.0000000
C5QUES	MAX BEN FROM REIMBR/CUR	16	4.5000000	3.2249031	1.0000000	10.0000000
R5QUES	MAX BEN FROM REIMBR/REQ	16	6.7500000	2.6457513	1.0000000	10.0000000
Q5DELTA	DELTA-MAX BEN FROM REIMBR	16	2.2500000	3.2145503	-2.0000000	9.0000000
C6QUES	WORK W/PROCUREMENT SYS/CUR	16	4.2500000	2.8635642	1.0000000	10.0000000
R6QUES	WORK W/PROCUREMENT SYS/REQ	16	7.1250000	2.3345235	2.0000000	10.0000000
Q6DELTA	DELTA-WORK W/PROCUREMENT SYSTEM	16	2.8750000	3.5939764	-4.0000000	8.0000000
C7QUES	COST-BENFT ANAL TECH/CUR	16	4.3125000	3.0269622	0	10.0000000
R7QUES	COST-BENFT ANAL TECH/REQ	16	7.1250000	2.1870833	2.0000000	9.0000000
Q7DELTA	DELTA-COST/BENEFIT ANAL TECH	16	2.8125000	2.9713914	-1.0000000	9.0000000
FINMGMT	FINANCIAL/RESOURCE MGMT	16	7.1250000	1.5864005	4.0000000	10.0000000
FINAGC	AGGREGATE--FINANCIAL/C	16	4.4375000	2.6328478	1.2857143	9.5714286
FINAGR	AGGREGATE--FINANCIAL/R	16	6.9196429	1.9642857	1.8571429	9.0000000
FINDELTA	AGGREGATE DELTA--FINANCIAL	16	2.4821429	2.6587681	-1.4285714	7.0000000

----- POSIT1=OTHER -----

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C1QUES	INTERP FINAN STATEMNTS/CUR	95	4.8736842	2.4111536	0	10.0000000
R1QUES	INTERP FINAN STATEMNTS/REQ	94	6.9468085	2.2112470	0	10.0000000
Q1DELTA	DELTA-INTERP FINAN STATEMNTS	93	2.0322581	2.8147577	-5.0000000	8.0000000
C2QUES	RECOG FUNDNG SOURCES/CUR	95	5.2210526	2.4890353	0	10.0000000
R2QUES	RECOG FUNDNG SOURCES/REQ	95	7.5578947	2.1817219	0	10.0000000
Q2DELTA	DELTA-RECOG FUNDING SOURCES	94	2.3297872	2.9380276	-5.0000000	8.0000000
C3QUES	EVAL OPER & CAP BUDGETS/CUR	95	4.9894737	2.6113286	0	10.0000000
R3QUES	EVAL OPER & CAP BUDGETS/REQ	95	6.9263158	2.7492440	0	10.0000000
Q3DELTA	DELTA-EVAL OPER & CAP BUDGETS	94	1.9148936	3.0958160	-6.0000000	9.0000000
C4QUES	RES MGMT ADV & DRMBK/CUR	95	4.2315789	2.3854730	0	10.0000000
R4QUES	RES MGMT ADV & DRMBK/REQ	94	6.8191489	2.8092121	0	10.0000000
Q4DELTA	DELTA-RESOURCE MGMT ADV & DRAWBACKS	93	2.5913978	2.8939087	-7.0000000	10.0000000
C5QUES	MAX BEN FROM REIMBR/CUR	93	3.2473118	2.5394963	0	8.0000000
R5QUES	MAX BEN FROM REIMBR/REQ	92	5.6739130	3.3086922	0	10.0000000
Q5DELTA	DELTA-MAX BEN FROM REIMBR	91	2.3956044	3.3694019	-8.0000000	9.0000000
C6QUES	WORK W/PROCUREMENT SYS/CUR	94	3.7872340	2.5053592	0	9.0000000

R6QUES	WORK W/PROCUREMENT SYS/REQ	95	5.9157895	2.8346757	0	10.0000000
Q6DELTA	DELTA-WORK W/PROCUREMENT SYSTEM	93	2.1720430	2.9140725	-5.0000000	9.0000000
C7QUES	COST-BENFT ANAL TECH/CUR	95	4.9157895	2.7547373	0	10.0000000
R7QUES	COST-BENFT ANAL TECH/REQ	95	6.8736842	2.6627538	0	10.0000000
Q7DELTA	DELTA-COST/BENEFIT ANAL TECH	94	2.0000000	3.1039344	-7.0000000	10.0000000
FINMGMT	FINANCIAL/RESOURCE MGMT	96	7.9375000	2.0458559	1.0000000	10.0000000
FINAGC	AGGREGATE--FINANCIAL/C	92	4.4518634	2.0581671	0.1428571	8.7142857
FINAGR	AGGREGATE--FINANCIAL/R	92	6.6444099	2.3202353	0	9.7142857
FINDELTA	AGGREGATE DELTA--FINANCIAL	90	2.2047619	2.7052778	-5.5714286	8.2857143

FINANCIAL MANAGEMENT MEANS AND DELTAS

----- POSIT1=X0 -----

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C1QUES	INTERP FINAN STATEMNTS/CUR	72	5.2777778	2.3689436	0	10.0000000
R1QUES	INTERP FINAN STATEMNTS/REQ	72	7.4722222	1.5102674	2.0000000	10.0000000
Q1DELTA	DELTA-INTERP FINAN STATEMNTS	72	2.1944444	2.3234196	-5.0000000	7.0000000
C2QUES	RECOG FUNDNG SOURCES/CUR	72	5.8055556	2.6089709	1.0000000	10.0000000
R2QUES	RECOG FUNDNG SOURCES/REQ	72	8.0416667	1.4577380	4.0000000	10.0000000
Q2DELTA	DELTA-RECOG FUNDNG SOURCES	72	2.2361111	2.4694931	-3.0000000	8.0000000
C3QUES	EVAL OPER & CAP BUDGETS/CUR	72	5.6527778	2.5737555	0	10.0000000
R3QUES	EVAL OPER & CAP BUDGETS/REQ	72	8.0000000	1.4917614	4.0000000	10.0000000
Q3DELTA	DELTA-EVAL OPER & CAP BUDGETS	72	2.3472222	2.7586470	-3.0000000	8.0000000
C4QUES	RES MGMT ADV & DRMBK/CUR	71	5.1690141	2.8534987	0	10.0000000
R4QUES	RES MGMT ADV & DRMBK/REQ	71	7.3521127	2.6784782	0	10.0000000
Q4DELTA	DELTA-RESOURCE MGMT ADV & DRAWBACKS	71	2.1830986	2.7323975	-4.0000000	10.0000000
C5QUES	MAX BEN FROM REIMBR/CUR	71	4.6056338	3.1869326	0	10.0000000
R5QUES	MAX BEN FROM REIMBR/REQ	71	6.3802817	2.9197172	0	10.0000000
Q5DELTA	DELTA-MAX BEN FROM REIMBR	71	1.7746479	3.0900633	-5.0000000	10.0000000
C6QUES	WORK W/PROCUREMENT SYS/CUR	72	4.7361111	2.4321384	0	10.0000000
R6QUES	WORK W/PROCUREMENT SYS/REQ	72	6.3750000	2.2544947	1.0000000	10.0000000
Q6DELTA	DELTA-WORK W/PROCUREMENT SYSTEM	72	1.6388889	2.8596540	-7.0000000	10.0000000
C7QUES	COST-BENFT ANAL TECH/CUR	72	5.0138889	2.6563400	1.0000000	10.0000000
R7QUES	COST-BENFT ANAL TECH/REQ	72	7.3611111	2.1838431	1.0000000	10.0000000
Q7DELTA	DELTA-COST/BENEFIT ANAL TECH	72	1.3472222	2.7071097	-8.0000000	7.0000000
FINMGMT	FINANCIAL/RESOURCE MGMT	72	7.8611111	1.5501527	4.0000000	10.0000000
FINAGC	AGGREGATE--FINANCIAL/C	71	5.3480885	2.2847871	1.5714286	10.0000000
FINAGR	AGGREGATE--FINANCIAL/R	71	7.3078471	1.6814279	2.4285714	10.0000000
FINDELTA	AGGREGATE DELTA--FINANCIAL	71	1.9597586	2.2943946	-3.8571429	7.8571429

PROGRAM PLANNING AND EVALUATION MEANS AND DELTAS

----- POSIT1=' . ' -----

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C8QUES	MANNG PLANNING PROCS/CUR	8	6.1250000	2.6958964	1.0000000	8.0000000
R8QUES	MANNG PLANNING PROCS/REQ	8	8.1250000	2.2951813	3.0000000	10.0000000
Q8DELTA	DELTA-MANAGING PLANNING PROCS	8	2.0000000	2.5071327	-1.0000000	7.0000000
C9QUES	METHDS EVAL PROGRAMS/CUR	8	6.6250000	1.9226098	3.0000000	9.0000000
R9QUES	METHDS EVAL PROGRAMS/REQ	8	8.3750000	1.9226098	5.0000000	10.0000000
Q9DELTA	DELTA-METHDS EVAL PROGRAMS	8	1.7500000	1.3887301	0	4.0000000
C10QUES	EVAL & APPL MARKET ANAL/CUR	8	6.3750000	3.1594529	0	9.0000000
R10QUES	EVAL & APPL MARKET ANAL/REQ	8	8.1250000	1.5526475	5.0000000	10.0000000
Q10DELTA	DELTA-EVAL & APPL MARKET ANALYSIS	8	1.7500000	2.7645718	-1.0000000	7.0000000
C11QUES	EMP IMPROV PRIM & MTHD/CUR	8	7.5000000	2.3904572	3.0000000	10.0000000
R11QUES	EMP IMPROV PRIM & MTHD/REQ	8	8.6250000	1.5979898	6.0000000	10.0000000
Q11DELTA	DELTA-EMP IMPROV PRIM & MTHD	8	1.1250000	2.4164614	-2.0000000	5.0000000
C12QUES	DEPT & FUNC MTL FAC/CUR	8	7.8750000	1.8077215	4.0000000	10.0000000
R12QUES	DEPT & FUNC MTL FAC/REQ	8	9.1250000	0.9910312	8.0000000	10.0000000
Q12DELTA	DELTA-DEPT & FUNC MTL FAC	8	1.2500000	1.5811388	0	4.0000000
PROGRAM	PROGRAM PLANNING & EVAL	8	8.5000000	2.0000000	5.0000000	10.0000000
PPEAGC	AGGREGATE--PROGRAM PLAN & EVAL/C	8	6.9000000	2.1961004	2.2000000	8.6000000
PPEAGR	AGGREGATE--PROGRAM PLAN & EVAL/R	8	8.4750000	1.3812520	5.8000000	9.6000000
PPDELTA	AGGREGATE DELTA--PROGRAM PLAN & EVAL	8	1.5750000	1.6816234	-0.6000000	4.4000000

----- POSIT1=C0 -----

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C8QUES	MANGNG PLANNING PROCS/CUR	97	5.9690722	2.2933491	0	10.0000000
R8QUES	MANGNG PLANNING PROCS/REQ	97	7.5876289	1.8357139	0	10.0000000
Q8DELTA	DELTA-MANAGING PLANNING PROCS	97	1.6185567	2.1767871	-4.0000000	7.0000000
C9QUES	METHDS EVAL PROGRAMS/CUR	97	6.3917526	2.0694036	2.0000000	10.0000000
R9QUES	METHDS EVAL PROGRAMS/REQ	97	7.7938144	1.5807313	4.0000000	10.0000000
Q9DELTA	DELTA-METHDS EVAL PROGRAMS	97	1.4020619	1.9130026	-4.0000000	7.0000000
C10QUES	EVAL & APPL MARKET ANAL/CUR	97	5.4536082	2.3585863	0	10.0000000
R10QUES	EVAL & APPL MARKET ANAL/REQ	96	7.3333333	1.9556486	0	10.0000000
Q10DELTA	DELTA-EVAL & APPL MARKET ANALYSIS	96	1.8645833	2.1206741	-2.0000000	8.0000000
C11QUES	EMP IMPROV PRIN & MTHD/CUR	97	7.5154639	1.7024088	4.0000000	10.0000000
R11QUES	EMP IMPROV PRIN & MTHD/REQ	97	8.8041237	1.2961415	4.0000000	10.0000000
Q11DELTA	DELTA-EMP IMPROV PRIN & MTHD	97	1.2886598	1.6580533	-3.0000000	5.0000000
C12QUES	DEPT & FUNC MIL FAC/CUR	95	7.7473684	2.3245609	0	10.0000000
R12QUES	DEPT & FUNC MIL FAC/REQ	95	8.1368421	2.3183382	0	10.0000000
Q12DELTA	DELTA-DEPT & FUNC MIL FAC	95	0.3894737	1.9694191	-10.0000000	5.0000000
PROGRAM	PROGRAM PLANNING & EVAL	97	7.8453608	1.4458288	4.0000000	10.0000000
PPEAGC	AGGREGATE--PROGRAM PLAN & EVAL/C	95	6.6505263	1.7641750	3.2000000	10.0000000
PPEAGR	AGGREGATE--PROGRAM PLAN & EVAL/R	94	7.9787234	1.3313323	4.2000000	10.0000000
PPDELTA	AGGREGATE DELTA--PROGRAM PLAN & EVAL	94	1.3404255	1.6063931	-3.2000000	5.6000000

PROGRAM PLANNING AND EVALUATION MEANS AND DELTAS

----- POSIT1=DN -----

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C8QUES	MANGNG PLANNING PROCS/CUR	44	4.7727273	2.6401518	0	9.0000000
R8QUES	MANGNG PLANNING PROCS/REQ	44	7.6590909	1.8036550	0	10.0000000
Q8DELTA	DELTA-MANAGING PLANNING PROCS	44	2.8863636	2.4985196	-2.0000000	9.0000000
C9QUES	METHDS EVAL PROGRAMS/CUR	44	5.1590909	2.6931712	0	9.0000000
R9QUES	METHDS EVAL PROGRAMS/REQ	44	7.7045455	1.8246318	0	10.0000000
Q9DELTA	DELTA-METHDS EVAL PROGRAMS	44	2.5454545	2.3273355	-2.0000000	7.0000000
C10QUES	EVAL & APPL MARKET ANAL/CUR	44	4.5909091	2.8799078	0	10.0000000
R10QUES	EVAL & APPL MARKET ANAL/REQ	44	7.4318182	2.2245745	0	10.0000000
Q10DELTA	DELTA-EVAL & APPL MARKET ANALYSIS	44	2.8409091	2.4489502	-2.0000000	8.0000000
C11QUES	EMP IMPROV PRIN & MTHD/CUR	44	6.7727273	1.7502643	2.0000000	10.0000000
R11QUES	EMP IMPROV PRIN & MTHD/REQ	44	8.0454545	1.4459976	5.0000000	10.0000000
Q11DELTA	DELTA-EMP IMPROV PRIN & MTHD	44	1.2727273	1.8969208	-4.0000000	7.0000000
C12QUES	DEPT & FUNC MIL FAC/CUR	44	7.4090909	1.9920561	2.0000000	10.0000000
R12QUES	DEPT & FUNC MIL FAC/REQ	44	8.6363636	1.1830373	5.0000000	10.0000000
Q12DELTA	DELTA-DEPT & FUNC MIL FAC	44	1.2272727	1.7766396	-3.0000000	7.0000000
PROGRAM	PROGRAM PLANNING & EVAL	44	8.2045455	1.1118714	5.0000000	10.0000000
PPEAGC	AGGREGATE--PROGRAM PLAN & EVAL/C	44	5.7409091	1.9806410	1.0000000	9.2000000
PPEAGR	AGGREGATE--PROGRAM PLAN & EVAL/R	44	7.8954545	1.4006567	2.8000000	10.0000000
PPDELTA	AGGREGATE DELTA--PROGRAM PLAN & EVAL	44	2.1545455	1.8611642	-2.2000000	7.4000000

----- POSIT1=DIR -----

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C8QUES	MANGNG PLANNING PROCS/CUR	143	5.7342657	2.4464722	0	10.0000000
R8QUES	MANGNG PLANNING PROCS/REQ	143	7.7692308	1.7749918	1.0000000	10.0000000
Q8DELTA	DELTA-MANAGING PLANNING PROCS	143	2.0349650	2.3086262	-4.0000000	8.0000000
C9QUES	METHDS EVAL PROGRAMS/CUR	143	6.1258741	2.1456380	0	10.0000000
R9QUES	METHDS EVAL PROGRAMS/REQ	143	7.9860140	1.5518549	3.0000000	10.0000000
Q9DELTA	DELTA-METHDS EVAL PROGRAMS	143	1.8601399	2.0542001	-4.0000000	7.0000000
C10QUES	EVAL & APPL MARKET ANAL/CUR	143	5.4055944	2.5126098	0	10.0000000
R10QUES	EVAL & APPL MARKET ANAL/REQ	142	7.5704225	1.9728580	0	10.0000000
Q10DELTA	DELTA-EVAL & APPL MARKET ANALYSIS	142	2.1267606	2.5288664	-4.0000000	9.0000000
C11QUES	EMP IMPROV PRIN & MTHD/CUR	143	7.4615385	1.7023978	2.0000000	10.0000000
R11QUES	EMP IMPROV PRIN & MTHD/REQ	143	8.5804196	1.4012700	5.0000000	10.0000000
Q11DELTA	DELTA-EMP IMPROV PRIN & MTHD	143	1.1188811	1.6250223	-5.0000000	5.0000000
C12QUES	DEPT & FUNC MIL FAC/CUR	142	7.6690141	2.0892220	1.0000000	10.0000000
R12QUES	DEPT & FUNC MIL FAC/REQ	143	8.6083916	1.5746002	3.0000000	10.0000000
Q12DELTA	DELTA-DEPT & FUNC MIL FAC	142	0.9366197	1.7952451	-6.0000000	5.0000000

PROGRAM	PROGRAM PLANNING & EVAL	143	7.7552448	1.7450807	2.0000000	10.0000000
PPEAGC	AGGREGATE--PROGRAM PLAN & EVAL/C	142	6.4746479	1.8479215	1.4000000	10.0000000
PPEAGR	AGGREGATE--PROGRAM PLAN & EVAL/R	142	8.1014085	1.3853840	4.0000000	10.0000000
PPDELTA	AGGREGATE DELTA--PROGRAM PLAN & EVAL	141	1.5985816	1.7187199	-4.4000000	6.0000000

PROGRAM PLANNING AND EVALUATION MEANS AND DELTAS

----- POSIT1=OPS -----

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
CBQUES	MANGNG PLANNING PROCS/CUR	16	4.4375000	2.6575365	0	9.0000000
RBQUES	MANGNG PLANNING PROCS/REQ	16	7.1250000	2.5265259	0	10.0000000
QBDELTA	DELTA-MANAGING PLANNING PROCS	16	2.6875000	2.6762847	0	9.0000000
C9QUES	METHDS EVAL PROGRAMS/CUR	16	4.6875000	2.7256498	1.0000000	10.0000000
R9QUES	METHDS EVAL PROGRAMS/REQ	16	7.3125000	2.5223997	1.0000000	10.0000000
Q9DELTA	DELTA-METHDS EVAL PROGRAMS	16	2.6250000	2.6551836	-1.0000000	8.0000000
C10QUES	EVAL & APPL MARKET ANAL/CUR	16	4.6875000	2.6259919	1.0000000	10.0000000
R10QUES	EVAL & APPL MARKET ANAL/REQ	16	7.1875000	2.5091499	1.0000000	10.0000000
Q10DELTA	DELTA-EVAL & APPL MARKET ANALYSIS	16	2.5000000	2.4494897	-1.0000000	7.0000000
C11QUES	EMP IMPROV PRIM & MTHD/CUR	16	6.0625000	3.1298296	1.0000000	10.0000000
R11QUES	EMP IMPROV PRIM & MTHD/REQ	16	7.3125000	2.4143667	2.0000000	10.0000000
Q11DELTA	DELTA-EMP IMPROV PRIM & MTHD	16	1.2500000	2.4083189	-2.0000000	5.0000000
C12QUES	DEPT & FUNC MIL FAC/CUR	16	6.9375000	2.3228933	2.0000000	10.0000000
R12QUES	DEPT & FUNC MIL FAC/REQ	16	7.8125000	2.6132674	1.0000000	10.0000000
Q12DELTA	DELTA-DEPT & FUNC MIL FAC	16	0.8750000	2.2173558	-3.0000000	6.0000000
PROGRAM	PROGRAM PLANNING & EVAL	16	7.8750000	1.2041595	6.0000000	10.0000000
PPEAGC	AGGREGATE--PROGRAM PLAN & EVAL/C	16	5.3625000	2.4540782	1.2000000	9.8000000
PPEAGR	AGGREGATE--PROGRAM PLAN & EVAL/R	16	7.3500000	2.3771131	1.0000000	9.4000000
PPDELTA	AGGREGATE DELTA--PROGRAM PLAN & EVAL	16	1.9875000	2.1083564	-0.8000000	6.4000000

----- POSIT1=OTHER -----

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
CBQUES	MANGNG PLANNING PROCS/CUR	95	5.2000000	2.5830874	0	10.0000000
RBQUES	MANGNG PLANNING PROCS/REQ	95	7.3894737	2.1202907	1.0000000	10.0000000
QBDELTA	DELTA-MANAGING PLANNING PROCS	94	2.2765957	2.4203628	-5.0000000	8.0000000
C9QUES	METHDS EVAL PROGRAMS/CUR	95	5.6631579	2.5457956	0	10.0000000
R9QUES	METHDS EVAL PROGRAMS/REQ	95	7.7157895	1.8081562	3.0000000	10.0000000
Q9DELTA	DELTA-METHDS EVAL PROGRAMS	94	2.1382979	2.5084848	-4.0000000	9.0000000
C10QUES	EVAL & APPL MARKET ANAL/CUR	95	4.9368421	2.5880681	0	10.0000000
R10QUES	EVAL & APPL MARKET ANAL/REQ	95	7.2421053	2.0870206	0	10.0000000
Q10DELTA	DELTA-EVAL & APPL MARKET ANALYSIS	94	2.3829787	2.7789779	-6.0000000	8.0000000
C11QUES	EMP IMPROV PRIM & MTHD/CUR	95	6.8105263	2.2469589	1.0000000	10.0000000
R11QUES	EMP IMPROV PRIM & MTHD/REQ	95	8.2947368	1.4650081	4.0000000	10.0000000
Q11DELTA	DELTA-EMP IMPROV PRIM & MTHD	94	1.5638298	2.3987385	-5.0000000	9.0000000
C12QUES	DEPT & FUNC MIL FAC/CUR	95	7.4105263	2.1412600	2.0000000	10.0000000
R12QUES	DEPT & FUNC MIL FAC/REQ	95	8.2526316	1.6883104	3.0000000	10.0000000
Q12DELTA	DELTA-DEPT & FUNC MIL FAC	94	0.9042553	2.3328839	-7.0000000	7.0000000
PROGRAM	PROGRAM PLANNING & EVAL	96	8.0833333	1.6458347	2.0000000	10.0000000
PPEAGC	AGGREGATE--PROGRAM PLAN & EVAL/C	95	6.0042105	2.0951776	1.4000000	9.8000000
PPEAGR	AGGREGATE--PROGRAM PLAN & EVAL/R	95	7.7789474	1.5369142	3.4000000	10.0000000
PPDELTA	AGGREGATE DELTA--PROGRAM PLAN & EVAL	94	1.8531915	2.1442949	-4.8000000	6.8000000

PROGRAM PLANNING AND EVALUATION MEANS AND DELTAS

----- POSIT1=X0 -----

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
CBQUES	MANGNG PLANNING PROCS/CUR	72	6.0277778	2.1752269	2.0000000	10.0000000
RBQUES	MANGNG PLANNING PROCS/REQ	72	7.9305556	1.5951192	3.0000000	10.0000000
QBDELTA	DELTA-MANAGING PLANNING PROCS	72	1.9027778	2.5072274	-4.0000000	8.0000000
C9QUES	METHDS EVAL PROGRAMS/CUR	72	6.5833333	1.9554906	2.0000000	10.0000000
R9QUES	METHDS EVAL PROGRAMS/REQ	72	8.1111111	1.3589096	4.0000000	10.0000000
Q9DELTA	DELTA-METHDS EVAL PROGRAMS	72	1.5277778	2.3733985	-6.0000000	6.0000000
C10QUES	EVAL & APPL MARKET ANAL/CUR	72	5.6250000	2.3221984	0	10.0000000

R10QUES	EVAL & APPL MARKET ANAL/REQ	72	7.8194444	1.7060488	3.000000	10.000000
Q10DELTA	DELTA-EVAL & APPL MARKET ANALYSIS	72	2.1944444	2.5042999	-2.000000	10.000000
C11QUES	EMP IMPROV PRIN & MTHD/CUR	72	7.3194444	1.4518215	4.000000	10.000000
R11QUES	EMP IMPROV PRIN & MTHD/REQ	72	8.7361111	1.6271729	3.000000	10.000000
Q11DELTA	DELTA-EMP IMPROV PRIN & MTHD	72	1.4166667	1.9337623	-6.000000	6.000000
C12QUES	DEPT & FUNC MIL FAC/CUR	72	7.6111111	2.1133749	0	10.000000
R12QUES	DEPT & FUNC MIL FAC/REQ	72	8.4861111	1.8839056	0	10.000000
Q12DELTA	DELTA-DEPT & FUNC MIL FAC	72	0.8750000	1.9205156	-3.000000	10.000000
PROGRAM	PROGRAM PLANNING & EVAL	72	7.8055556	1.4106126	4.000000	10.000000
PPEAGC	AGGREGATE--PROGRAM PLAN & EVAL/C	72	6.6333333	1.6175098	3.200000	10.000000
PPEAGR	AGGREGATE--PROGRAM PLAN & EVAL/R	72	8.2166667	1.2630167	4.200000	10.000000
PPEDELTA	AGGREGATE DELTA--PROGRAM PLAN & EVAL	72	1.5833333	1.8491719	-2.400000	5.400000

DECISION MAKING MEANS AND DELTAS

----- POSIT1=1 -----

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C13QUES	ASSESS AVAIL INFO/CUR	8	7.8750000	1.7268882	4.000000	9.000000
R13QUES	ASSESS AVAIL INFO/REQ	8	9.2500000	0.8864053	8.000000	10.000000
Q13DELTA	DELTA-ASSESS AVAIL INFO	8	1.3750000	1.4078860	0	4.000000
C14QUES	INCLD OTHR DECSN MAKING/CUR	8	8.0000000	1.0690450	6.000000	9.000000
R14QUES	INCLD OTHR DECSN MAKING/REQ	8	9.1250000	0.6408699	8.000000	10.000000
Q14DELTA	DELTA-INCL OTHR DECSN MAKING	8	1.1250000	1.1259916	0	3.000000
C15QUES	DECISN MAKING TECH/CUR	8	8.0000000	1.0690450	6.000000	9.000000
R15QUES	DECISN MAKING TECH/REQ	8	8.5000000	1.6035675	5.000000	10.000000
Q15DELTA	DELTA-DECISN MAKING TECHNIQUES	8	0.5000000	1.5118579	-2.000000	2.000000
C16QUES	USE MGMT INFO SYS TECH/CUR	8	5.5000000	2.1380899	2.000000	8.000000
R16QUES	USE MGMT INFO SYS TECH/REQ	8	7.8750000	2.2951813	4.000000	10.000000
Q16DELTA	DELTA-USE MGMT INFOR SYSTEM TECH	8	2.3750000	2.6692696	-2.000000	7.000000
C17QUES	STAT TOOLS IN DECISIONS/CUR	8	5.7500000	2.2519833	2.000000	8.000000
R17QUES	STAT TOOLS IN DECISIONS/REQ	8	7.1250000	2.4164614	3.000000	10.000000
Q17DELTA	DELTA-STAT TOOLS IN DECISION MAKING	8	1.3750000	2.8252686	-2.000000	7.000000
C18QUES	STRNG WEAKNS STAT TECH/CUR	8	5.2500000	1.6690459	3.000000	8.000000
R18QUES	STRNG WEAKNS STAT TECH/REQ	8	7.6250000	1.8468119	5.000000	10.000000
Q18DELTA	DELTA-STRENGTHS & WEAK OF STAT TECHS	8	2.3750000	2.1339099	0	7.000000
C19QUES	HOW INFO SYS DESIGNED/CUR	8	4.0000000	2.0000000	1.000000	7.000000
R19QUES	HOW INFO SYS DESIGNED/REQ	8	7.2500000	2.3145502	4.000000	10.000000
Q19DELTA	DELTA-HOW INFO SYSTEMS ARE DESIGNED	8	3.2500000	3.2403703	-1.000000	9.000000
C20QUES	ANALYZE RISK & ALT/CUR	8	6.7500000	1.8322508	3.000000	8.000000
R20QUES	ANALYZE RISK & ALT/REQ	8	8.7500000	0.8864053	8.000000	10.000000
Q20DELTA	DELTA-ANALYZE RISKS & ALTERNATIVES	8	2.0000000	1.5118579	0	5.000000
DECISION	DECISION MAKING/PROBLN SOLV	8	8.8750000	1.1259916	7.000000	10.000000
DECAGC	AGGREGATE--DEC MAKING/PROBLEM SOLV/C	8	6.3906250	1.3667569	3.625000	8.000000
DECAGR	AGGREGATE--DEC MAKING/PROBLEM SOLV/R	8	8.1875000	1.3379755	6.375000	9.750000
DECDLTA	AGGREGATE DELTA--DEC MAKING/PROB SOLV	8	1.7968750	1.5467961	-0.125000	4.500000

----- POSIT1=CO -----

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C13QUES	ASSESS AVAIL INFO/CUR	97	7.8350515	1.6052026	2.000000	10.000000
R13QUES	ASSESS AVAIL INFO/REQ	97	8.7319588	1.2707893	5.000000	10.000000
Q13DELTA	DELTA-ASSESS AVAIL INFO	97	0.8969072	1.3653795	-2.000000	6.000000
C14QUES	INCLD OTHR DECSN MAKING/CUR	97	8.1752577	1.6266678	1.000000	10.000000
R14QUES	INCLD OTHR DECSN MAKING/REQ	97	8.7010309	1.4589162	0	10.000000
Q14DELTA	DELTA-INCL OTHR DECSN MAKING	97	0.5257732	1.1997637	-2.000000	5.000000
C15QUES	DECISN MAKING TECH/CUR	97	7.5257732	1.7083910	3.000000	10.000000
R15QUES	DECISN MAKING TECH/REQ	97	8.4742268	1.2997819	4.000000	10.000000
Q15DELTA	DELTA-DECISN MAKING TECHNIQUES	97	0.9484536	1.4388301	-2.000000	5.000000
C16QUES	USE MGMT INFO SYS TECH/CUR	96	5.5833333	2.5200947	0	10.000000
R16QUES	USE MGMT INFO SYS TECH/REQ	95	7.8421053	1.7278433	2.000000	10.000000
Q16DELTA	DELTA-USE MGMT INFOR SYSTEM TECH	95	2.2210526	2.1496113	-3.000000	8.000000
C17QUES	STAT TOOLS IN DECISIONS/CUR	97	5.7628866	2.1103574	0	10.000000
R17QUES	STAT TOOLS IN DECISIONS/REQ	97	7.1958763	1.6995047	2.000000	10.000000
Q17DELTA	DELTA-STAT TOOLS IN DECISION MAKING	97	1.4329897	2.0458658	-3.000000	8.000000
C18QUES	STRNG WEAKNS STAT TECH/CUR	97	5.5463918	2.2454612	0	10.000000
R18QUES	STRNG WEAKNS STAT TECH/REQ	96	7.1250000	2.0634667	0	10.000000
Q18DELTA	DELTA-STRENGTHS & WEAK OF STAT TECHS	96	1.5520833	2.4055628	-10.000000	6.000000

C19QUES	HOW INFO SYS DESIGNED/CUR	97	5.2474227	2.3230320	0	10.0000000
R19QUES	HOW INFO SYS DESIGNED/REQ	97	6.9072165	1.9315499	0	10.0000000
Q19DELTA	DELTA-HOW INFO SYSTEMS ARE DESIGNED	97	1.6597938	2.2121191	-5.0000000	8.0000000
C20QUES	ANALYZE RISK & ALT/CUR	97	7.3298969	2.0702337	1.0000000	10.0000000
R20QUES	ANALYZE RISK & ALT/REQ	97	8.3814433	1.2200008	5.0000000	10.0000000
Q20DELTA	DELTA-ANALYZE RISKS & ALTERNATIVES	97	1.0515464	1.6543575	-2.0000000	6.0000000
DECISION	DECISION MAKING/PROBLM SOLV	97	7.9278351	1.8099691	3.0000000	10.0000000
DECAGC	AGGREGATE--DEC MAKING/PROBLEM SOLV/C	96	6.6445313	1.5882306	2.0000000	10.0000000
DECAGR	AGGREGATE--DEC MAKING/PROBLEM SOLV/R	95	7.9407895	1.1841487	4.5000000	10.0000000
DECDELTA	AGGREGATE DELTA--DEC MAKING/PROB SOLV	95	1.2907895	1.3979518	-1.3750000	5.2500000

 DECISION MAKING MEANS AND DELTAS

----- POSIT1=DN -----

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C13QUES	ASSESS AVAIL INFO/CUR	44	7.3409091	1.5985921	4.0000000	10.0000000
R13QUES	ASSESS AVAIL INFO/REQ	44	8.7500000	0.9181630	7.0000000	10.0000000
Q13DELTA	DELTA-ASSESS AVAIL INFO	44	1.4090909	1.4991188	0	6.0000000
C14QUES	INCLD OTHR DECSN MAKNG/CUR	44	7.8409091	1.3108347	5.0000000	10.0000000
R14QUES	INCLD OTHR DECSN MAKNG/REQ	44	8.6590909	0.9631147	6.0000000	10.0000000
Q14DELTA	DELTA-INCL OTHR DECSN MAKING	44	0.8181818	1.3855186	-3.0000000	4.0000000
C15QUES	DECISN MAKNG TECH/CUR	44	7.0227273	1.5324192	4.0000000	10.0000000
R15QUES	DECISN MAKNG TECH/REQ	44	8.5227273	1.2847701	3.0000000	10.0000000
Q15DELTA	DELTA-DECISN MAKING TECHNIQUES	44	1.5000000	1.5476915	-2.0000000	5.0000000
C16QUES	USE MGMT INFO SYS TECH/CUR	44	5.0227273	1.9705817	2.0000000	10.0000000
R16QUES	USE MGMT INFO SYS TECH/REQ	44	7.8863636	1.6313200	1.0000000	10.0000000
Q16DELTA	DELTA-USE MGMT INFOR SYSTEM TECH	44	2.8636364	2.3781066	-3.0000000	8.0000000
C17QUES	STAT TOOLS IN DECISIONS/CUR	44	4.7045455	2.2264744	0	10.0000000
R17QUES	STAT TOOLS IN DECISIONS/REQ	44	6.9318182	2.1284095	1.0000000	10.0000000
Q17DELTA	DELTA-STAT TOOLS IN DECISION MAKING	44	2.2272727	2.3611550	-4.0000000	7.0000000
C18QUES	STRNG WEAKNS STAT TECH/CUR	44	4.3863636	2.5354777	0	10.0000000
R18QUES	STRNG WEAKNS STAT TECH/REQ	44	6.7500000	2.2632041	2.0000000	10.0000000
Q18DELTA	DELTA-STRENGTHNS & WEAK OF STAT TECHS	44	2.3636364	2.3236990	-3.0000000	7.0000000
C19QUES	HOW INFO SYS DESIGNED/CUR	44	4.2272727	2.1551845	0	8.0000000
R19QUES	HOW INFO SYS DESIGNED/REQ	44	6.5909091	1.9085875	2.0000000	9.0000000
Q19DELTA	DELTA-HOW INFO SYSTEMS ARE DESIGNED	44	2.3636364	2.2934782	-3.0000000	6.0000000
C20QUES	ANALYZE_RISK & ALT/CUR	44	6.3863636	2.1589824	2.0000000	10.0000000
R20QUES	ANALYZE RISK & ALT/REQ	44	8.2272727	1.4605452	4.0000000	10.0000000
Q20DELTA	DELTA-ANALYZE RISKS & ALTERNATIVES	44	1.8409091	2.1560427	-1.0000000	8.0000000
DECISION	DECISION MAKING/PROBLM SOLV	44	8.3636364	1.6993967	4.0000000	10.0000000
DECAGC	AGGREGATE--DEC MAKING/PROBLEM SOLV/C	44	5.8664773	1.4739496	3.0000000	9.5000000
DECAGR	AGGREGATE--DEC MAKING/PROBLEM SOLV/R	44	7.7897727	1.1465230	4.3750000	9.6250000
DECDELTA	AGGREGATE DELTA--DEC MAKING/PROB SOLV	44	1.9232955	1.5800390	-1.3750000	5.5000000

----- POSIT1=DIR -----

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C13QUES	ASSESS AVAIL INFO/CUR	143	7.7692308	1.6215638	2.0000000	10.0000000
R13QUES	ASSESS AVAIL INFO/REQ	143	8.8671329	1.1642429	5.0000000	10.0000000
Q13DELTA	DELTA-ASSESS AVAIL INFO	143	1.0979021	1.5847632	-5.0000000	6.0000000
C14QUES	INCLD OTHR DECSN MAKNG/CUR	142	8.1619718	1.4123936	4.0000000	10.0000000
R14QUES	INCLD OTHR DECSN MAKNG/REQ	142	8.7253521	1.2779880	5.0000000	10.0000000
Q14DELTA	DELTA-INCL OTHR DECSN MAKING	142	0.5633803	1.3179868	-4.0000000	4.0000000
C15QUES	DECISN MAKNG TECH/CUR	142	7.9014085	1.5451129	3.0000000	10.0000000
R15QUES	DECISN MAKNG TECH/REQ	142	8.6971831	1.2547184	5.0000000	10.0000000
Q15DELTA	DELTA-DECISN MAKING TECHNIQUES	142	0.7957746	1.3916607	-4.0000000	4.0000000
C16QUES	USE MGMT INFO SYS TECH/CUR	143	5.6503497	2.3081568	0	10.0000000
R16QUES	USE MGMT INFO SYS TECH/REQ	143	7.9930070	1.5988398	1.0000000	10.0000000
Q16DELTA	DELTA-USE MGMT INFOR SYSTEM TECH	143	2.3426573	2.3679340	-4.0000000	10.0000000
C17QUES	STAT TOOLS IN DECISIONS/CUR	143	5.5804196	2.4792451	0	10.0000000
R17QUES	STAT TOOLS IN DECISIONS/REQ	141	7.2127660	1.9228272	0	10.0000000
Q17DELTA	DELTA-STAT TOOLS IN DECISION MAKING	141	1.5957447	2.4435885	-4.0000000	9.0000000
C18QUES	STRNG WEAKNS STAT TECH/CUR	143	5.4335664	2.6419142	0	10.0000000
R18QUES	STRNG WEAKNS STAT TECH/REQ	143	7.3776224	1.9055301	1.0000000	10.0000000
Q18DELTA	DELTA-STRENGTHNS & WEAK OF STAT TECHS	143	1.9440559	2.4802778	-5.0000000	9.0000000
C19QUES	HOW INFO SYS DESIGNED/CUR	143	5.3706294	2.3696387	0	10.0000000

R19QUES	HOW INFO SYS DESIGNED/REQ	143	7.3216783	1.8560954	1.0000000	10.0000000
Q19DELTA	DELTA-HOW INFO SYSTEMS ARE DESIGNED	143	1.9510490	2.4790067	-5.0000000	9.0000000
C20QUES	ANALYZE RISK & ALT/CUR	143	7.1328671	1.9509397	0	10.0000000
R20QUES	ANALYZE RISK & ALT/REQ	143	8.3986014	1.5018292	3.0000000	10.0000000
Q20DELTA	DELTA-ANALYZE RISKS & ALTERNATIVES	143	1.2657343	1.8191123	-5.0000000	7.0000000
DECISION	DECISION MAKING/PROBLM SOLV	143	8.2657343	1.8725258	1.0000000	10.0000000
DECAGC	AGGREGATE--DEC MAKING/PROBLEM SOLV/C	141	6.6205674	1.6189731	1.8750000	9.7500000
DECAGR	AGGREGATE--DEC MAKING/PROBLEM SOLV/R	139	8.0656475	1.1827308	4.5000000	10.0000000
DECDELTA	AGGREGATE DELTA--DEC MAKING/PROB SOLV	139	1.4280576	1.5792743	-4.5000000	5.7500000

DECISION MAKING MEANS AND DELTAS

----- POSIT1=OPS -----

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C13QUES	ASSESS AVAIL INFO/CUR	16	7.6250000	1.9278658	4.0000000	10.0000000
R13QUES	ASSESS AVAIL INFO/REQ	16	8.6250000	1.2583057	6.0000000	10.0000000
Q13DELTA	DELTA-ASSESS AVAIL INFO	16	1.0000000	1.5491933	-1.0000000	4.0000000
C14QUES	INCLD OTHR DECSN MAKNG/CUR	16	7.9375000	1.5692355	5.0000000	10.0000000
R14QUES	INCLD OTHR DECSN MAKNG/REQ	16	8.5000000	1.3165612	6.0000000	10.0000000
Q14DELTA	DELTA-INCL OTHER DECSN MAKING	16	0.5625000	1.3647344	-2.0000000	4.0000000
C15QUES	DECISN MAKNG TECH/CUR	16	7.5625000	1.8607794	3.0000000	10.0000000
R15QUES	DECISN MAKNG TECH/REQ	16	8.5000000	1.2649111	6.0000000	10.0000000
Q15DELTA	DELTA-DECISN MAKING TECHNIQUES	16	0.9375000	1.6918924	-1.0000000	5.0000000
C16QUES	USE MGMT INFO SYS TECH/CUR	16	5.6250000	2.6044833	1.0000000	10.0000000
R16QUES	USE MGMT INFO SYS TECH/REQ	16	7.3750000	2.0936412	2.0000000	10.0000000
Q16DELTA	DELTA-USE MGMT INFOR SYSTEM TECH	16	1.7500000	1.9832633	0	7.0000000
C17QUES	STAT TOOLS IN DECISIONS/CUR	16	5.4375000	2.8040150	0	10.0000000
R17QUES	STAT TOOLS IN DECISIONS/REQ	16	6.6250000	1.9958290	2.0000000	9.0000000
Q17DELTA	DELTA-STAT TOOLS IN DECISION MAKING	16	1.1875000	2.2573953	-2.0000000	7.0000000
C18QUES	STRNG WEAKNS STAT TECH/CUR	16	5.4375000	2.5552234	0	10.0000000
R18QUES	STRNG WEAKNS STAT TECH/REQ	16	6.8125000	2.2276669	2.0000000	10.0000000
Q18DELTA	DELTA-STRENGTHS & WEAK OF STAT TECHS	16	1.3750000	2.6801741	-3.0000000	7.0000000
C19QUES	HOW INFO SYS DESIGNED/CUR	16	5.1875000	2.7620946	1.0000000	10.0000000
R19QUES	HOW INFO SYS DESIGNED/REQ	16	6.4375000	2.4757154	2.0000000	10.0000000
Q19DELTA	DELTA-HOW INFO SYSTEMS ARE DESIGNED	16	1.2500000	2.5429641	-2.0000000	8.0000000
C20QUES	ANALYZE RISK & ALT/CUR	16	6.8750000	2.2766935	3.0000000	10.0000000
R20QUES	ANALYZE RISK & ALT/REQ	16	8.1250000	1.7841898	3.0000000	10.0000000
Q20DELTA	DELTA-ANALYZE RISKS & ALTERNATIVES	16	1.2500000	2.1134490	-2.0000000	7.0000000
DECISION	DECISION MAKNG/PROBLM SOLV	16	8.0625000	1.2893797	6.0000000	10.0000000
DECAGC	AGGREGATE--DEC MAKING/PROBLEM SOLV/C	16	6.4609375	1.9862647	2.1250000	10.0000000
DECAGR	AGGREGATE--DEC MAKING/PROBLEM SOLV/R	16	7.6250000	1.4288690	4.0000000	9.3750000
DECDELTA	AGGREGATE DELTA--DEC MAKING/PROB SOLV	16	1.1640625	1.7551821	-1.0000000	6.1250000

----- POSIT1=OTHER -----

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C13QUES	ASSESS AVAIL INFO/CUR	95	7.6631579	1.8370335	2.0000000	10.0000000
R13QUES	ASSESS AVAIL INFO/REQ	95	8.6842105	1.3068002	4.0000000	10.0000000
Q13DELTA	DELTA-ASSESS AVAIL INFO	94	1.0531915	1.7497589	-5.0000000	7.0000000
C14QUES	INCLD OTHR DECSN MAKNG/CUR	95	8.0105263	1.7165945	3.0000000	10.0000000
R14QUES	INCLD OTHR DECSN MAKNG/REQ	95	8.6526316	1.4569600	2.0000000	10.0000000
Q14DELTA	DELTA-INCL OTHER DECSN MAKING	94	0.6702128	1.7803485	-8.0000000	7.0000000
C15QUES	DECISN MAKNG TECH/CUR	95	7.5157895	1.8034433	3.0000000	10.0000000
R15QUES	DECISN MAKNG TECH/REQ	95	8.3578947	1.4869345	3.0000000	10.0000000
Q15DELTA	DELTA-DECISN MAKING TECHNIQUES	94	0.8723404	1.9850736	-5.0000000	6.0000000
C16QUES	USE MGMT INFO SYS TECH/CUR	95	5.4736842	2.4875952	0	10.0000000
R16QUES	USE MGMT INFO SYS TECH/REQ	95	7.7789474	1.8860008	2.0000000	10.0000000
Q16DELTA	DELTA-USE MGMT INFOR SYSTEM TECH	94	2.3617021	2.5730241	-3.0000000	9.0000000
C17QUES	STAT TOOLS IN DECISIONS/CUR	95	5.2947368	2.7361787	0	10.0000000
R17QUES	STAT TOOLS IN DECISIONS/REQ	95	7.0736842	2.2514398	0	10.0000000
Q17DELTA	DELTA-STAT TOOLS IN DECISION MAKING	94	1.8191489	3.1003391	-5.0000000	10.0000000
C18QUES	STRNG WEAKNS STAT TECH/CUR	95	4.8947368	2.6556791	0	10.0000000
R18QUES	STRNG WEAKNS STAT TECH/REQ	95	7.1157895	2.3738969	0	10.0000000
Q18DELTA	DELTA-STRENGTHS & WEAK OF STAT TECHS	94	2.2659574	3.0871762	-7.0000000	10.0000000
C19QUES	HOW INFO SYS DESIGNED/CUR	94	4.7978723	2.7379444	0	10.0000000
R19QUES	HOW INFO SYS DESIGNED/REQ	95	6.7789474	2.1247225	2.0000000	10.0000000
Q19DELTA	DELTA-HOW INFO SYSTEMS ARE DESIGNED	93	2.0215054	2.7025692	-7.0000000	9.0000000
C20QUES	ANALYZE RISK & ALT/CUR	94	6.9787234	2.2287405	0	10.0000000

R20QUES	ANALYZE RISK & ALT/REQ	95	8.4000000	1.5116568	3.0000000	10.0000000
Q20DELTA	DELTA-ANALYZE RISKS & ALTERNATIVES	93	1.4623656	2.1697482	-5.0000000	8.0000000
DECISION	DECISION MAKING/PROBLM SOLV	96	8.5208333	1.4214830	4.0000000	10.0000000
DECAGC	AGGREGATE--DEC MAKING/PROBLEM SOLV/C	94	6.3297872	1.8723414	1.8750000	10.0000000
DECAGR	AGGREGATE--DEC MAKING/PROBLEM SOLV/R	95	7.8552632	1.4131925	3.6250000	10.0000000
DECDELTA	AGGREGATE DELTA--DEC MAKING/PROB SOLV	93	1.5698925	2.0313827	-5.1250000	7.5000000

 DECISION MAKING MEANS AND DELTAS

POSIT1=X0

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C13QUES	ASSESS AVAIL INFO/CUR	72	7.7638889	1.4388283	3.0000000	10.0000000
R13QUES	ASSESS AVAIL INFO/REQ	72	8.8888889	1.1695136	5.0000000	10.0000000
Q13DELTA	DELTA-ASSESS AVAIL INFO	72	1.1250000	1.8303967	-3.0000000	7.0000000
C14QUES	INCLD OTHR DECSN MAKING/CUR	72	8.2500000	1.5175035	4.0000000	10.0000000
R14QUES	INCLD OTHR DECSN MAKING/REQ	72	8.9444444	1.1854623	6.0000000	10.0000000
Q14DELTA	DELTA-INCL OTHR DECSN MAKING	72	0.6944444	1.6669014	-3.0000000	6.0000000
C15QUES	DECISN MAKING TECH/CUR	72	7.7500000	1.7502515	3.0000000	10.0000000
R15QUES	DECISN MAKING TECH/REQ	72	8.8611111	1.1664990	5.0000000	10.0000000
Q15DELTA	DELTA-DECISN MAKING TECHNIQUES	72	1.1111111	1.8197319	-4.0000000	7.0000000
C16QUES	USE MGMT INFO SYS TECH/CUR	72	5.7777778	2.0639237	2.0000000	10.0000000
R16QUES	USE MGMT INFO SYS TECH/REQ	72	7.9305556	1.3873309	4.0000000	10.0000000
Q16DELTA	DELTA-USE MGMT INFOR SYSTEM TECH	72	2.1527778	2.1405523	-2.0000000	8.0000000
C17QUES	STAT TOOLS IN DECISIONS/CUR	72	5.4166667	2.2250178	1.0000000	10.0000000
R17QUES	STAT TOOLS IN DECISIONS/REQ	72	7.3194444	2.0267673	0	10.0000000
Q17DELTA	DELTA-STAT TOOLS IN DECISION MAKING	72	1.9027778	2.2464979	-4.0000000	7.0000000
C18QUES	STRNG WEAKNS STAT TECH/CUR	72	5.2500000	2.5105412	0	10.0000000
R18QUES	STRNG WEAKNS STAT TECH/REQ	72	7.4444444	1.8905912	1.0000000	10.0000000
Q18DELTA	DELTA-STRENGTHS & WEAK OF STAT TECHS	72	2.1944444	2.4184670	-3.0000000	8.0000000
C19QUES	HOW INFO SYS DESIGNED/CUR	72	5.3611111	2.1513543	0	10.0000000
R19QUES	HOW INFO SYS DESIGNED/REQ	72	7.0416667	1.7875745	2.0000000	10.0000000
Q19DELTA	DELTA-HOW INFO SYSTEMS ARE DESIGNED	72	1.6805556	2.1871996	-4.0000000	8.0000000
C20QUES	ANALYZE RISK & ALT/CUR	72	7.3611111	1.8637049	3.0000000	10.0000000
R20QUES	ANALYZE RISK & ALT/REQ	72	8.6111111	1.2396678	5.0000000	10.0000000
Q20DELTA	DELTA-ANALYZE RISKS & ALTERNATIVES	72	1.2500000	1.9044056	-5.0000000	7.0000000
DECISION	DECISION MAKING/PROBLM SOLV	72	8.5972222	1.4306477	5.0000000	10.0000000
DECAGC	AGGREGATE--DEC MAKING/PROBLEM SOLV/C	72	6.6163194	1.5293960	3.1250000	9.8750000
DECAGR	AGGREGATE--DEC MAKING/PROBLEM SOLV/R	72	8.1302083	1.0499073	5.1250000	10.0000000
DECDELTA	AGGREGATE DELTA--DEC MAKING/PROB SOLV	72	1.5138889	1.6127730	-2.5000000	5.8750000

 LEGAL ISSUES MEANS AND DELTAS

POSIT1='

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C21QUES	KNOW VIOLTN OF UCMJ/CUR	8	6.6250000	1.6850180	4.0000000	9.0000000
R21QUES	KNOW VIOLTN OF UCMJ/REQ	8	6.8750000	2.8504386	1.0000000	10.0000000
Q21DELTA	DELTA-KNOW VIOLLIN OF UCMJ	8	0.2500000	3.7321001	-7.0000000	4.0000000
C22QUES	PUNISHMENT UNDR UCMJ/CUR	8	5.6250000	2.2638463	2.0000000	9.0000000
R22QUES	PUNISHMENT UNDR UCMJ/REQ	8	6.5000000	2.5634798	1.0000000	9.0000000
Q22DELTA	DELTA-PUNISHMENT UNDER UCMJ	8	0.8750000	4.0861264	-6.0000000	7.0000000
C23QUES	INITIATE ACT UCMJ VIOLTN/CUR	8	5.7500000	1.9086270	4.0000000	9.0000000
R23QUES	INITIATE ACT UCMJ VIOLTN/REQ	7	6.5714286	2.6992062	1.0000000	8.0000000
Q23DELTA	DELTA-INITIATE ACT UNDER UCMJ	7	0.7142857	3.1471832	-5.0000000	4.0000000
C24QUES	ADMIN SEP AUTH & PROC/CUR	7	5.0000000	2.8284271	1.0000000	9.0000000
R24QUES	ADMIN SEP AUTH & PROC/REQ	7	5.8571429	2.6726124	1.0000000	8.0000000
Q24DELTA	DELTA-ADMIN SEP AUTH & PROC	7	0.8571429	1.9518001	-2.0000000	4.0000000
C25QUES	KNOW LIAB HOSP & PROF/CUR	8	5.0000000	1.9272482	2.0000000	8.0000000
R25QUES	KNOW LIAB HOSP & PROF/REQ	8	7.3750000	1.9955307	4.0000000	10.0000000
Q25DELTA	DELTA-KNOW LIAB OF HOSP & PROF	8	2.3750000	1.9226098	0	6.0000000
C26QUES	KNOW ENVIRON IMPCT ISS/CUR	8	4.1250000	2.2951813	0	7.0000000
R26QUES	KNOW ENVIRON IMPCT ISS/REQ	8	7.3750000	1.3024702	5.0000000	9.0000000
Q26DELTA	DELTA-KNOW ENVIRON IMPACT ISS	8	3.2500000	2.6049404	0	8.0000000
LEGAL	LEGAL ISSUES	8	6.6250000	1.9955307	3.0000000	10.0000000
LEGAGC	AGGREGATE--LEGAL ISSUES/C	7	5.2380952	1.7555656	3.6666667	7.8333333
LEGAGR	AGGREGATE--LEGAL ISSUES/R	7	6.5952381	2.0203986	2.6666667	8.8333333
LEGDELTA	AGGREGATE DELTA--LEGAL ISSUES	7	1.3571429	2.5611567	-1.8333333	5.1666667

----- POSIT1=CO -----

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C21QUES	KNOW VIOLTN OF UCMJ/CUR	97	7.9278351	1.6535783	4.0000000	10.0000000
R21QUES	KNOW VIOLTN OF UCMJ/REQ	97	8.5257732	1.2755128	4.0000000	10.0000000
Q21DELTA	DELTA-KNOW VIOLLIN OF UCMJ	97	0.5979381	1.3968700	-3.0000000	4.0000000
C22QUES	PUNISHMENT UNDR UCMJ/CUR	97	8.2577320	1.5960782	4.0000000	10.0000000
R22QUES	PUNISHMENT UNDR UCMJ/REQ	97	8.4123711	1.6121452	0	10.0000000
Q22DELTA	DELTA-PUNISHMENT UNDER UCMJ	97	0.1546392	1.4954111	-7.0000000	4.0000000
C23QUES	INITIATE ACT UCMJ VIOLTN/CUR	97	8.1958763	1.5919012	4.0000000	10.0000000
R23QUES	INITIATE ACT UCMJ VIOLTN/REQ	97	8.5979381	1.5656455	0	10.0000000
Q23DELTA	DELTA-INITIATE ACT UNDER UCMJ	97	0.4020619	1.4190651	-7.0000000	3.0000000
C24QUES	ADMIN SEP AUTH & PROC/CUR	97	7.2680412	1.8343679	2.0000000	10.0000000
R24QUES	ADMIN SEP AUTH & PROC/REQ	97	7.9072165	1.7504908	0	10.0000000
Q24DELTA	DELTA-ADMIN SEP AUTH & PROC	97	0.6391753	1.9482127	-9.0000000	5.0000000
C25QUES	KNOW LIAB HOSP & PROF/CUR	96	6.8645833	2.2600409	0	10.0000000
R25QUES	KNOW LIAB HOS? & PROF/REQ	96	7.9583333	2.2191353	0	10.0000000
Q25DELTA	DELTA-KNOW LIAB OF HOSP & PROF	96	1.0937500	2.2246378	-8.0000000	8.0000000
C26QUES	KNOW ENVIRON IMPCT ISS/CUR	97	6.7422680	2.0880531	2.0000000	10.0000000
R26QUES	KNOW ENVIRON IMPCT ISS/REQ	97	8.1237113	1.8329037	0	10.0000000
Q26DELTA	DELTA-KNOW ENVIRON IMPACT ISS	97	1.3814433	2.1671953	-8.0000000	8.0000000
LEGAL	LEGAL ISSUES	97	7.1855670	1.8161882	2.0000000	10.0000000
LEGAGC	AGGREGATE--LEGAL ISSUES/C	96	7.5694444	1.5045091	3.6666667	10.0000000
LEGAGR	AGGREGATE--LEGAL ISSUES/R	96	8.2708333	1.3790941	1.5000000	10.0000000
LEGDELTA	AGGREGATE DELTA--LEGAL ISSUES	96	0.7013889	1.4381837	-6.5000000	4.6666667

LEGAL ISSUES MEANS AND DELTAS

----- POSIT1=DH -----

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C21QUES	KNOW VIOLTN OF UCMJ/CUR	44	6.8863636	2.3149254	0	10.0000000
R21QUES	KNOW VIOLTN OF UCMJ/REQ	44	8.3181818	1.8397766	2.0000000	10.0000000
Q21DELTA	DELTA-KNOW VIOLLIN OF UCMJ	44	1.4318182	2.1609400	-4.0000000	7.0000000
C22QUES	PUNISHMENT UNDR UCMJ/CUR	44	6.4090909	2.6529333	0	10.0000000
R22QUES	PUNISHMENT UNDR UCMJ/REQ	44	8.2500000	1.9897996	2.0000000	10.0000000
Q22DELTA	DELTA-PUNISHMENT UNDER UCMJ	44	1.8409091	2.3121839	-4.0000000	7.0000000
C23QUES	INITIATE ACT UCMJ VIOLTN/CUR	44	6.2045455	2.6639675	0	10.0000000
R23QUES	INITIATE ACT UCMJ VIOLTN/REQ	44	7.9318182	2.0161871	2.0000000	10.0000000
Q23DELTA	DELTA-INITIATE ACT UNDER UCMJ	44	1.7272727	2.5732401	-4.0000000	7.0000000
C24QUES	ADMIN SEP AUTH & PROC/CUR	44	5.5454545	2.8156915	0	10.0000000
R24QUES	ADMIN SEP AUTH & PROC/REQ	44	7.7045455	2.2984276	2.0000000	10.0000000
Q24DELTA	DELTA-ADMIN SEP AUTH & PROC	44	2.1590909	2.5964482	-5.0000000	8.0000000
C25QUES	KNOW LIAB HOSP & PROF/CUR	44	6.7954545	1.9834143	1.0000000	10.0000000
R25QUES	KNOW LIAB HOSP & PROF/REQ	44	8.7500000	1.1638948	5.0000000	10.0000000
Q25DELTA	DELTA-KNOW LIAB OF HOSP & PROF	44	1.9545455	2.0340651	0	7.0000000
C26QUES	KNOW ENVIRON IMPCT ISS/CUR	44	5.8181818	2.2232673	0	10.0000000
R26QUES	KNOW ENVIRON IMPCT ISS/REQ	44	8.0454545	1.6699052	2.0000000	10.0000000
Q26DELTA	DELTA-KNOW ENVIRON IMPACT ISS	44	2.2272727	2.5596478	-4.0000000	9.0000000
LEGAL	LEGAL ISSUES	44	7.4772727	1.7452745	3.0000000	10.0000000
LEGAGC	AGGREGATE--LEGAL ISSUES/C	44	6.2765152	2.0118972	0.8333333	9.6666667
LEGAGR	AGGREGATE--LEGAL ISSUES/R	44	8.1666667	1.5135051	3.1666667	9.8333333
LEGDELTA	AGGREGATE DELTA--LEGAL ISSUES	44	1.8901515	1.8958486	-3.0000000	6.0000000

----- POSIT1=DIR -----

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C21QUES	KNOW VIOLTN OF UCMJ/CUR	143	7.0489510	2.1074271	1.0000000	10.0000000
R21QUES	KNOW VIOLTN OF UCMJ/REQ	142	8.3450704	1.7424438	2.0000000	10.0000000
Q21DELTA	DELTA-KNOW VIOLLIN OF UCMJ	142	1.2605634	2.2079148	-6.0000000	9.0000000
C22QUES	PUNISHMENT UNDR UCMJ/CUR	143	6.7482517	2.2811800	1.0000000	10.0000000
R22QUES	PUNISHMENT UNDR UCMJ/REQ	143	7.9440559	1.9274745	2.0000000	10.0000000
Q22DELTA	DELTA-PUNISHMENT UNDER UCMJ	143	1.1958042	2.4645622	-7.0000000	8.0000000
C23QUES	INITIATE ACT UCMJ VIOLTN/CUR	143	6.6783217	2.4797813	0	10.0000000
R23QUES	INITIATE ACT UCMJ VIOLTN/REQ	143	7.9720280	2.0243032	0	10.0000000
Q23DELTA	DELTA-INITIATE ACT UNDER UCMJ	143	1.2937063	2.5724219	-8.0000000	8.0000000
C24QUES	ADMIN SEP AUTH & PROC/CUR	143	6.1818182	2.4912138	0	10.0000000

R24QUES	ADMIN SEP AUTH & PROC/REQ	143	7.6923077	2.0631945	2.0000000	10.0000000
Q24DELTA	DELTA-ADMIN SEP AUTH & PROC	143	1.5104895	2.6560246	-7.0000000	8.0000000
C25QUES	KNOW LIAB HOSP & PROF/CUR	143	7.0559441	2.1122587	0	10.0000000
R25QUES	KNOW LIAB HOSP & PROF/REQ	143	8.4475524	1.6728079	1.0000000	10.0000000
Q25DELTA	DELTA-KNOW LIAB OF HOSP & PROF	143	1.3916084	1.9753230	-4.0000000	10.0000000
C26QUES	KNOW ENVIRON IMPCT ISS/CUR	143	6.2797203	2.3358974	0	10.0000000
R26QUES	KNOW ENVIRON IMPCT ISS/REQ	143	7.8391608	1.9049615	1.0000000	10.0000000
Q26DELTA	DELTA-KNOW ENVIRON IMPACT ISS	143	1.5594406	2.3000991	-4.0000000	10.0000000
LEGAL	LEGAL ISSUES	143	7.0559441	1.9054267	1.0000000	10.0000000
LEGAGC	AGGREGATE--LEGAL ISSUES/C	143	6.6655012	1.9003435	1.1666667	10.0000000
LEGAGR	AGGREGATE--LEGAL ISSUES/R	142	8.0645540	1.5945198	2.8333333	10.0000000
LEGDELTA	AGGREGATE DELTA--LEGAL ISSUES	142	1.3720657	2.0406300	-5.5000000	7.0000000

LEGAL ISSUES MEANS AND DELTAS

----- POSIT1=OPS -----

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C21QUES	KNOW VIOLTN OF UCMJ/CUR	16	7.1875000	1.8337121	4.0000000	10.0000000
R21QUES	KNOW VIOLTN OF UCMJ/REQ	16	8.6250000	1.5438048	5.0000000	10.0000000
Q21DELTA	DELTA-KNOW VIOLLIN OF UCMJ	16	1.4375000	1.3149778	0	4.0000000
C22QUES	PUNISHMENT UNDR UCMJ/CUR	16	6.7500000	2.6956755	2.0000000	10.0000000
R22QUES	PUNISHMENT UNDR UCMJ/REQ	16	8.0625000	2.5682355	2.0000000	10.0000000
Q22DELTA	DELTA-PUNISHMENT UNDER UCMJ	16	1.3125000	2.1203380	-2.0000000	6.0000000
C23QUES	INITIATE ACT UCMJ VIOLTN/CUR	16	6.6875000	2.5747168	2.0000000	10.0000000
R23QUES	INITIATE ACT UCMJ VIOLTN/REQ	16	8.1250000	2.4460853	2.0000000	10.0000000
Q23DELTA	DELTA-INITIATE ACT UNDER UCMJ	16	1.4375000	1.8962683	-1.0000000	6.0000000
C24QUES	ADMIN SEP AUTH & PROC/CUR	16	6.5625000	2.3935678	2.0000000	10.0000000
R24QUES	ADMIN SEP AUTH & PROC/REQ	16	7.5000000	2.5298221	2.0000000	10.0000000
Q24DELTA	DELTA-ADMIN SEP AUTH & PROC	16	0.9375000	1.8786076	-1.0000000	6.0000000
C25QUES	KNOW LIAB HOSP & PROF/CUR	16	7.2500000	1.3904436	5.0000000	10.0000000
R25QUES	KNOW LIAB HOSP & PROF/REQ	16	8.3125000	1.7017148	5.0000000	10.0000000
Q25DELTA	DELTA-KNOW LIAB OF HOSP & PROF	16	1.0625000	1.6918924	-2.0000000	4.0000000
C26QUES	KNOW ENVIRON IMPCT ISS/CUR	16	6.1250000	2.3057898	3.0000000	10.0000000
R26QUES	KNOW ENVIRON IMPCT ISS/REQ	16	7.8125000	2.2573953	2.0000000	10.0000000
Q26DELTA	DELTA-KNOW ENVIRON IMPACT ISS	16	1.6875000	1.8874586	-1.0000000	6.0000000
LEGAL	LEGAL ISSUES	16	7.1875000	1.8337121	4.0000000	10.0000000
LEGAGC	AGGREGATE--LEGAL ISSUES/C	16	6.7604167	1.9502789	3.5000000	10.0000000
LEGAGR	AGGREGATE--LEGAL ISSUES/R	16	8.0729167	2.0110516	3.5000000	10.0000000
LEGDELTA	AGGREGATE DELTA--LEGAL ISSUES	16	1.3125000	1.5442546	-1.0000000	4.8333333

----- POSIT1=OTHER -----

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C21QUES	KNOW VIOLTN OF UCMJ/CUR	95	7.0736842	1.9691347	1.0000000	10.0000000
R21QUES	KNOW VIOLTN OF UCMJ/REQ	95	7.9052632	2.3158735	0	10.0000000
Q21DELTA	DELTA-KNOW VIOLLIN OF UCMJ	94	0.8617021	2.8908497	-9.0000000	9.0000000
C22QUES	PUNISHMENT UNDR UCMJ/CUR	95	6.6736842	2.3404042	1.0000000	10.0000000
R22QUES	PUNISHMENT UNDR UCMJ/REQ	95	7.5368421	2.5921753	0	10.0000000
Q22DELTA	DELTA-PUNISHMENT UNDER UCMJ	94	0.8936170	3.1841951	-8.0000000	9.0000000
C23QUES	INITIATE ACT UCMJ VIOLTN/CUR	95	6.7368421	2.4373448	1.0000000	10.0000000
R23QUES	INITIATE ACT UCMJ VIOLTN/REQ	95	7.7894737	2.6533589	0	10.0000000
Q23DELTA	DELTA-INITIATE ACT UNDER UCMJ	94	1.0851064	3.3106526	-9.0000000	9.0000000
C24QUES	ADMIN SEP AUTH & PROC/CUR	95	5.9894737	2.4034317	1.0000000	10.0000000
R24QUES	ADMIN SEP AUTH & PROC/REQ	95	7.2315789	2.6914073	0	10.0000000
Q24DELTA	DELTA-ADMIN SEP AUTH & PROC	94	1.2659574	3.2301521	-8.0000000	9.0000000
C25QUES	KNOW LIAB HOSP & PROF/CUR	95	6.3263158	2.2286438	0	10.0000000
R25QUES	KNOW LIAB HOSP & PROF/REQ	95	7.8947368	2.2335626	0	10.0000000
Q25DELTA	DELTA-KNOW LIAB OF HOSP & PROF	94	1.6063830	2.8025261	-8.0000000	10.0000000
C26QUES	KNOW ENVIRON IMPCT ISS/CUR	95	5.9894737	2.2854523	1.0000000	10.0000000
R26QUES	KNOW ENVIRON IMPCT ISS/REQ	95	7.6526316	2.3464252	0	10.0000000
Q26DELTA	DELTA-KNOW ENVIRON IMPACT ISS	94	1.7021277	2.8391646	-8.0000000	9.0000000
LEGAL	LEGAL ISSUES	96	7.1041667	1.9653802	1.0000000	10.0000000
LEGAGC	AGGREGATE--LEGAL ISSUES/C	95	6.4649123	1.9219238	1.3333333	9.8333333
LEGAGR	AGGREGATE--LEGAL ISSUES/R	95	7.6684211	2.2449700	0	10.0000000
LEGDELTA	AGGREGATE DELTA--LEGAL ISSUES	94	1.2358156	2.6743181	-8.0000000	8.6666667

LEGAL ISSUES MEANS AND DELTAS

----- POSIT1=X0 -----

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C21QUES	KNOW VIOLTN OF UCMJ/CUR	72	7.7916667	1.8303967	3.0000000	10.0000000
R21QUES	KNOW VIOLTN OF UCMJ/REQ	72	8.7500000	1.4703645	3.0000000	10.0000000
Q21DELTA	DELTA-KNOW VIOLTN OF UCMJ	72	0.9583333	1.6481958	-6.0000000	5.0000000
C22QUES	PUNISHMENT UNDR UCMJ/CUR	72	7.7638889	1.9391668	3.0000000	10.0000000
R22QUES	PUNISHMENT UNDR UCMJ/REQ	72	8.4166667	1.7340825	3.0000000	10.0000000
Q22DELTA	DELTA-PUNISHMENT UNDER UCMJ	72	0.6527778	1.8474171	-6.0000000	5.0000000
C23QUES	INITIATE ACT UCMJ VIOLTN/CUR	72	7.9027778	1.8926077	2.0000000	10.0000000
R23QUES	INITIATE ACT UCMJ VIOLTN/REQ	72	8.7083333	1.5422455	3.0000000	10.0000000
Q23DELTA	DELTA-INITIATE ACT UNDER UCMJ	72	0.8055556	1.8126231	-6.0000000	6.0000000
C24QUES	ADMIN SEP AUTH & PROC/CUR	72	7.1250000	1.9351275	2.0000000	10.0000000
R24QUES	ADMIN SEP AUTH & PROC/REQ	72	8.0833333	1.5722058	4.0000000	10.0000000
Q24DELTA	DELTA-ADMIN SEP AUTH & PROC	72	0.9583333	1.8342401	-5.0000000	5.0000000
C25QUES	KNOW LIAB HOSP & PROF/CUR	72	6.6944444	2.2243144	0	10.0000000
R25QUES	KNOW LIAB HOSP & PROF/REQ	72	8.3333333	1.6950633	3.0000000	10.0000000
Q25DELTA	DELTA-KNOW LIAB OF HOSP & PROF	72	1.6388889	2.1117082	-5.0000000	10.0000000
C26QUES	KNOW ENVIRON IMPCT ISS/CUR	72	5.9166667	2.1477141	0	10.0000000
R26QUES	KNOW ENVIRON IMPCT ISS/REQ	72	8.1666667	1.7841240	2.0000000	10.0000000
Q26DELTA	DELTA-KNOW ENVIRON IMPACT ISS	72	2.2500000	2.0945940	-3.0000000	10.0000000
LEGAL	LEGAL ISSUES	71	7.5492958	1.5927401	3.0000000	10.0000000
LEGAGC	AGGREGATE--LEGAL ISSUES/C	72	7.1990741	1.6859539	2.1666667	9.8333333
LEGAGR	AGGREGATE--LEGAL ISSUES/R	72	8.4097222	1.3388786	4.3333333	10.0000000
LEGDELTA	AGGREGATE DELTA--LEGAL ISSUES	72	1.2106481	1.5216212	-4.1666667	5.0000000

OPERATIONS MANAGEMENT ISSUES MEANS AND DELTAS

----- POSIT1=' ' -----

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
27QUES	IMPCT OSHA REQ HOSP OP/CUR	8	5.1250000	2.9489708	0	10.0000000
27QUES	IMPCT OSHA REQ HOSP OP/REQ	8	8.0000000	1.6035675	5.0000000	10.0000000
27DELTA	DELTA-IMPACT OF OSHA ON HOSP	8	2.8750000	2.4164614	0	8.0000000
28QUES	EVAL PROP TO AQR TECH/CUR	8	5.7500000	2.1213203	2.0000000	8.0000000
28QUES	EVAL PROP TO AQR TECH/REQ	8	7.0000000	3.2071349	0	10.0000000
28DELTA	DELTA-EVAL PROP TO AQR TECH	8	1.2500000	3.7701838	-6.0000000	7.0000000
29QUES	OPP & LIM DOD/DON MATRL/CUR	8	6.0000000	2.5634798	2.0000000	10.0000000
29QUES	OPP & LIM DOD/DON MATRL/REQ	8	7.7500000	2.3145502	4.0000000	10.0000000
29DELTA	DELTA-OPP& LIM TO DOD/DON MATRL	8	1.7500000	3.0118812	-1.0000000	8.0000000
30QUES	OVRSEE EQUIP MGMT PRG/CUR	8	6.1250000	3.0908852	2.0000000	10.0000000
30QUES	OVRSEE EQUIP MGMT PRG/REQ	8	7.3750000	1.9955307	5.0000000	10.0000000
30DELTA	DELTA-OVERSEE EQUIP MGMT PROGRAM	8	1.2500000	3.0118812	-3.0000000	6.0000000
31QUES	ENSUR EXEC SECRTY REQ/CUR	8	5.1250000	2.1671245	2.0000000	8.0000000
31QUES	ENSUR EXEC SECRTY REQ/REQ	8	6.5000000	1.3093073	4.0000000	8.0000000
31DELTA	DELTA-ENSURE EXECUTION OF SEC REQS	8	1.3750000	2.2638463	-1.0000000	6.0000000
32QUES	OVRSEE FACILITIES MGMT/CUR	8	5.1250000	2.2951813	3.0000000	9.0000000
32QUES	OVRSEE FACILITIES MGMT/REQ	8	6.3750000	2.1339099	3.0000000	9.0000000
32DELTA	DELTA-OVERSEE FAC MGMT	8	0.5000000	0.5345225	0	1.0000000
PMGMT	OPERATIONS MGMT ISSUES	8	7.1250000	2.0310096	4.0000000	10.0000000
PMAGC	AGGREGATE--OPERATIONAL MGMT ISSUES/C	8	5.5416667	2.0658793	2.0000000	7.3333333
PMAGR	AGGREGATE--OPERATIONAL MGMT ISSUES/R	8	7.1666667	1.3627703	4.8333333	8.8333333
PMDELTA	AGGREGATE DELTA--OPERATIONAL MGMT ISSUES	8	1.6250000	2.4876680	-1.0000000	6.8333333

----- POSIT1=CO -----

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
27QUES	IMPCT OSHA REQ HOSP OP/CUR	96	6.5937500	2.3241439	0	10.0000000
27QUES	IMPCT OSHA REQ HOSP OP/REQ	96	7.4479167	2.7062104	0	10.0000000
27DELTA	DELTA-IMPACT OF OSHA ON HOSP	96	0.8541667	2.2194317	-7.0000000	8.0000000
28QUES	EVAL PROP TO AQR TECH/CUR	97	6.6907216	1.7342195	1.0000000	10.0000000
28QUES	EVAL PROP TO AQR TECH/REQ	97	7.5463918	1.6394906	0	10.0000000
28DELTA	DELTA-EVAL PROP TO AQR TECH	97	0.8536701	2.0206728	-8.0000000	6.0000000
29QUES	OPP & LIM DOD/DON MATRL/CUR	97	5.9278351	2.2325594	0	10.0000000
29QUES	OPP & LIM DOD/DON MATRL/REQ	97	7.3505155	1.6896822	0	10.0000000
29DELTA	DELTA-OPP& LIM TO DOD/DON MATRL	97	1.4226804	2.0958046	-6.0000000	6.0000000
30QUES	OVRSEE EQUIP MGMT PRG/CUR	97	6.2474227	2.2823185	0	10.0000000

30QUES	OVRSEE EQUIP MGMT PRG/REQ	97	6.8659794	1.8575794	0	10.0000000
30DELTA	DELTA-OVERSEE EQUIP MGMT PROGRAM	97	0.6185567	1.7879417	-4.0000000	5.0000000
31QUES	ENSUR EXEC SECRTY REQ/CUR	97	6.4639175	2.0819755	1.0000000	10.0000000
31QUES	ENSUR EXEC SECRTY REQ/REQ	97	7.3195876	1.8738685	2.0000000	10.0000000
31DELTA	DELTA-ENSURE EXECUTION OF SEC REQS	97	0.8556701	1.5810709	-3.0000000	7.0000000
32QUES	OVRSEE FACILITIES MGMT/CUR	97	6.5257732	2.0212042	2.0000000	10.0000000
32QUES	OVRSEE FACILITIES MGMT/REQ	97	7.2164948	1.9323281	0	10.0000000
32DELTA	DELTA-OVERSEE FAC MGMT	97	0.4020619	0.4928614	0	1.0000000
PMGMT	OPERATIONS MGMT ISSUES	97	7.2371134	1.5862245	1.0000000	10.0000000
PMAGC	AGGREGATE--OPERATIONAL MGMT ISSUES/C	96	6.4218750	1.6920787	2.1666667	9.6666667
PMAGR	AGGREGATE--OPERATIONAL MGMT ISSUES/R	96	7.2934028	1.5444193	1.6666667	10.0000000
PMDELTA	AGGREGATE DELTA--OPERATIONAL MGMT ISSUES	96	0.8715278	1.5160890	-4.3333333	6.0000000

OPERATIONS MANAGEMENT ISSUES MEANS AND DELTAS

-----POSIT1=DN-----

Variable Label	N	Mean	Std Dev	Minimum	Maximum
27QUES IMPCT OSHA REQ HOSP OP/CUR	44	5.4090909	2.1708232	1.0000000	9.0000000
27QUES IMPCT OSHA REQ HOSP OP/REQ	44	7.6818182	1.9621147	0	10.0000000
27DELTA DELTA-IMPACT OF OSHA ON HOSP	44	2.2727273	2.2962420	-4.0000000	8.0000000
28QUES EVAL PROP TO AQUR TECH/CUR	44	6.0681818	2.2140957	1.0000000	10.0000000
28QUES EVAL PROP TO AQUR TECH/REQ	44	7.6818182	1.5215159	4.0000000	10.0000000
28DELTA DELTA-EVAL PROP TO AQUR TECH	44	1.6136364	2.2435013	-3.0000000	8.0000000
29QUES OPP & LIM DOD/DON MATRL/CUR	44	4.8409091	2.3619383	0	10.0000000
29QUES OPP & LIM DOD/DON MATRL/REQ	44	7.5909091	1.7825795	3.0000000	10.0000000
29DELTA DELTA-OPP& LIM TO DOD/DON MATRL	44	2.7500000	2.4411682	-2.0000000	8.0000000
30QUES OVRSEE EQUIP MGMT PRG/CUR	44	5.3636364	2.4692613	0	10.0000000
30QUES OVRSEE EQUIP MGMT PRG/REQ	44	6.9772727	1.8106742	0	10.0000000
30DELTA DELTA-OVERSEE EQUIP MGMT PROGRAM	44	1.6136364	2.2641381	-3.0000000	7.0000000
31QUES ENSUR EXEC SECRTY REQ/CUR	44	5.1590909	2.3619383	0	10.0000000
31QUES ENSUR EXEC SECRTY REQ/REQ	44	6.8636364	2.3878657	0	10.0000000
31DELTA DELTA-ENSURE EXECUTION OF SEC REQS	44	1.7045455	2.1084497	-3.0000000	7.0000000
32QUES OVRSEE FACILITIES MGMT/CUR	44	4.6818182	2.7767534	0	10.0000000
32QUES OVRSEE FACILITIES MGMT/REQ	44	6.7500000	2.5069670	0	10.0000000
32DELTA DELTA-OVERSEE FAC MGMT	44	0.2500000	0.4380188	0	1.0000000
PMGMT OPERATIONS MGMT ISSUES	44	7.5454545	1.4856608	4.0000000	10.0000000
PMAGC AGGREGATE--OPERATIONAL MGMT ISSUES/C	44	5.2537879	2.0030625	0.6666667	9.3333333
PMAGR AGGREGATE--OPERATIONAL MGMT ISSUES/R	44	7.2575758	1.6311940	1.3333333	9.8333333
PMDELTA AGGREGATE DELTA--OPERATIONAL MGMT ISSUES	44	2.0037879	1.9177158	-1.6666667	6.8333333

-----POSIT1=DIR-----

Variable Label	N	Mean	Std Dev	Minimum	Maximum
27QUES IMPCT OSHA REQ HOSP OP/CUR	143	6.3216783	2.5248104	0	10.0000000
27QUES IMPCT OSHA REQ HOSP OP/REQ	143	7.9510490	1.8359810	1.0000000	10.0000000
27DELTA DELTA-IMPACT OF OSHA ON HOSP	143	1.6293706	2.5472391	-7.0000000	10.0000000
28QUES EVAL PROP TO AQUR TECH/CUR	143	6.1748252	2.1471064	0	10.0000000
28QUES EVAL PROP TO AQUR TECH/REQ	143	7.8951049	1.7104208	0	10.0000000
28DELTA DELTA-EVAL PROP TO AQUR TECH	143	1.7202797	2.0841643	-3.0000000	8.0000000
29QUES OPP & LIM DOD/DON MATRL/CUR	143	5.3146853	2.5520486	0	10.0000000
29QUES OPP & LIM DOD/DON MATRL/REQ	143	7.6083916	1.7882046	1.0000000	10.0000000
29DELTA DELTA-OPP& LIM TO DOD/DON MATRL	143	2.2937063	2.7368949	-4.0000000	9.0000000
30QUES OVRSEE EQUIP MGMT PRG/CUR	143	5.5244755	2.5282410	0	10.0000000
30QUES OVRSEE EQUIP MGMT PRG/REQ	143	7.1258741	2.0413581	0	10.0000000
30DELTA DELTA-OVERSEE EQUIP MGMT PROGRAM	143	1.6013986	2.4670786	-5.0000000	9.0000000
31QUES ENSUR EXEC SECRTY REQ/CUR	143	5.2097902	2.6928522	0	10.0000000
31QUES ENSUR EXEC SECRTY REQ/REQ	143	6.8251748	2.2683204	0	10.0000000
31DELTA DELTA-ENSURE EXECUTION OF SEC REQS	143	1.6153846	2.7086795	-6.0000000	9.0000000
32QUES OVRSEE FACILITIES MGMT/CUR	143	4.8391608	2.8449371	0	10.0000000
32QUES OVRSEE FACILITIES MGMT/REQ	143	6.3986014	2.7453927	0	10.0000000
32DELTA DELTA-OVERSEE FAC MGMT	143	0.3006993	0.4601740	0	1.0000000
PMGMT OPERATIONS MGMT ISSUES	143	7.2447552	1.8045981	1.0000000	10.0000000
PMAGC AGGREGATE--OPERATIONAL MGMT ISSUES/C	143	5.5641026	2.0816588	0.3333333	9.6666667
PMAGR AGGREGATE--OPERATIONAL MGMT ISSUES/R	143	7.3006993	1.6799074	1.0000000	10.0000000
PMDELTA AGGREGATE DELTA--OPERATIONAL MGMT ISSUES	143	1.7365967	2.0952861	-4.0000000	8.3333333

OPERATIONS MANAGEMENT ISSUES MEANS AND DELTAS

-----POSIT1=OPS-----

Variable Label	N	Mean	Std Dev	Minimum	Maximum
27QUES IMPCT OSHA REQ HOSP OP/CUR	16	6.5000000	2.8751812	2.0000000	10.0000000
27QUES IMPCT OSHA REQ HOSP OP/REQ	16	7.6875000	2.6512576	0	10.0000000
27DELTA DELTA-IMPACT OF OSHA ON HOSP	16	1.1875000	2.2573953	-2.0000000	6.0000000
28QUES EVAL PROP TO AQUR TECH/CUR	16	5.8125000	2.6132674	2.0000000	10.0000000
28QUES EVAL PROP TO AQUR TECH/REQ	16	7.2500000	1.9832633	4.0000000	10.0000000
28DELTA DELTA-EVAL PROP TO AQUR TECH	16	1.4375000	2.4212600	-3.0000000	6.0000000
29QUES OPP & LIM DOD/DON MATRL/CUR	16	4.6250000	2.9636689	0	10.0000000
29QUES OPP & LIM DOD/DON MATRL/REQ	16	6.4375000	2.8975564	0	10.0000000
29DELTA DELTA-OPP& LIM TO DOD/DON MATRL	16	1.8125000	2.7378520	-2.0000000	8.0000000
30QUES OVRSEE EQUIP MGMT PRG/CUR	16	5.4375000	2.6825050	1.0000000	10.0000000
30QUES OVRSEE EQUIP MGMT PRG/REQ	16	6.9375000	2.5024988	0	9.0000000
30DELTA DELTA-OVERSEE EQUIP MGMT PROGRAM	16	1.0000000	2.2211108	-2.0000000	6.0000000
31QUES ENSUR EXEC SECRTY REQ/CUR	16	5.0000000	2.8284271	0	10.0000000
31QUES ENSUR EXEC SECRTY REQ/REQ	16	6.1875000	2.5876308	0	9.0000000
31DELTA DELTA-ENSURE EXECUTION OF SEC REQS	16	1.1875000	2.0726392	-2.0000000	6.0000000
32QUES OVRSEE FACILITIES MGMT/CUR	16	5.7500000	2.5429641	0	10.0000000
32QUES OVRSEE FACILITIES MGMT/REQ	16	7.0625000	2.2647664	0	10.0000000
32DELTA DELTA-OVERSEE FAC MGMT	16	0.3125000	0.4787136	0	1.0000000
PMGMT OPERATIONS MGMT ISSUES	16	6.9375000	1.2365948	4.0000000	9.0000000
PMAGC AGGREGATE--OPERATIONAL MGMT ISSUES/C	16	5.5208333	2.3663341	1.6666667	10.0000000
PMAGR AGGREGATE--OPERATIONAL MGMT ISSUES/R	16	6.8437500	2.2463705	0.6666667	9.0000000
PMDELTA AGGREGATE DELTA--OPERATIONAL MGMT ISSUES	16	1.3229167	1.9976549	-2.1666667	5.8333333

-----POSIT1=OTHER-----

Variable Label	N	Mean	Std Dev	Minimum	Maximum
27QUES IMPCT OSHA REQ HOSP OP/CUR	95	5.6842105	2.5775758	0	10.0000000
27QUES IMPCT OSHA REQ HOSP OP/REQ	95	7.1368421	2.7966946	0	10.0000000
27DELTA DELTA-IMPACT OF OSHA ON HOSP	94	1.4893617	3.1099724	-8.0000000	10.0000000
28QUES EVAL PROP TO AQUR TECH/CUR	95	5.8947368	2.4902947	0	10.0000000
28QUES EVAL PROP TO AQUR TECH/REQ	95	7.3789474	1.9849377	0	10.0000000
28DELTA DELTA-EVAL PROP TO AQUR TECH	94	1.5212766	2.5473103	-7.0000000	8.0000000
29QUES OPP & LIM DOD/DON MATRL/CUR	94	4.7978723	2.6174755	0	10.0000000
29QUES OPP & LIM DOD/DON MATRL/REQ	93	6.9354839	2.3022033	0	10.0000000
29DELTA DELTA-OPP& LIM TO DOD/DON MATRL	92	2.1304348	2.5942345	-7.0000000	9.0000000
30QUES OVRSEE EQUIP MGMT PRG/CUR	95	5.3789474	2.4546046	0	10.0000000
30QUES OVRSEE EQUIP MGMT PRG/REQ	95	6.5894737	2.3406434	0	10.0000000
30DELTA DELTA-OVERSEE EQUIP MGMT PROGRAM	94	1.2446809	2.5765116	-7.0000000	8.0000000
31QUES ENSUR EXEC SECRTY REQ/CUR	95	5.6631579	2.3861771	0	10.0000000
31QUES ENSUR EXEC SECRTY REQ/REQ	95	6.9789474	2.2830502	0	10.0000000
31DELTA DELTA-ENSURE EXECUTION OF SEC REQS	94	1.3510638	2.5849334	-7.0000000	7.0000000
32QUES OVRSEE FACILITIES MGMT/CUR	95	5.6526316	2.5464553	0	10.0000000
32QUES OVRSEE FACILITIES MGMT/REQ	95	6.7894737	2.5175754	0	10.0000000
32DELTA DELTA-OVERSEE FAC MGMT	96	0.2291667	0.4225030	0	1.0000000
PMGMT OPERATIONS MGMT ISSUES	96	6.9895833	1.7917636	1.0000000	10.0000000
PMAGC AGGREGATE--OPERATIONAL MGMT ISSUES/C	94	5.4893617	2.0241683	0.5000000	9.8333333
PMAGR AGGREGATE--OPERATIONAL MGMT ISSUES/R	93	6.9372760	1.9245920	1.3333333	10.0000000
PMDELTA AGGREGATE DELTA--OPERATIONAL MGMT ISSUES	92	1.4583333	2.3777336	-7.3333333	7.0000000

OPERATIONS MANAGEMENT ISSUES MEANS AND DELTAS

-----POSIT1=XO-----

Variable Label	N	Mean	Std Dev	Minimum	Maximum
27QUES IMPCT OSHA REQ HOSP OP/CUR	72	6.0833333	2.2874428	0	10.0000000
27QUES IMPCT OSHA REQ HOSP OP/REQ	72	7.9722222	2.1294198	0	10.0000000
27DELTA DELTA-IMPACT OF OSHA ON HOSP	72	1.8888889	2.1200289	-3.0000000	10.0000000
28QUES EVAL PROP TO AQUR TECH/CUR	72	6.6388889	1.7627248	2.0000000	10.0000000
28QUES EVAL PROP TO AQUR TECH/REQ	72	7.9444444	1.4131065	5.0000000	10.0000000
28DELTA DELTA-EVAL PROP TO AQUR TECH	72	1.3055556	1.7493571	-3.0000000	6.0000000
29QUES OPP & LIM DOD/DON MATRL/CUR	72	5.5694444	2.2940608	0	10.0000000
29QUES OPP & LIM DOD/DON MATRL/REQ	72	7.3472222	1.4453395	4.0000000	10.0000000
29DELTA DELTA-OPP& LIM TO DOD/DON MATRL	72	1.7777778	2.2593918	-3.0000000	9.0000000
30QUES OVRSEE EQUIP MGMT PRG/CUR	72	6.1250000	2.2947429	0	10.0000000
30QUES OVRSEE EQUIP MGMT PRG/REQ	72	7.2638889	1.5563867	3.0000000	10.0000000

30DELTA	DELTA-OVERSEE EQUIP MGMT PROGRAM	72	1.1388889	2.3031244	-4.0000000	9.0000000
31QUES	ENSUR EXEC SECRTY REQ/CUR	72	6.5416667	1.9496298	2.0000000	10.0000000
31QUES	ENSUR EXEC SECRTY REQ/REQ	72	7.5555556	1.5734495	3.0000000	10.0000000
31DELTA	DELTA-ENSURE EXECUTION OF SEC REQS	72	1.0138889	2.1196137	-4.0000000	5.0000000
32QUES	OVRSEE FACILITIES MGMT/CUR	72	6.2361111	1.9822668	2.0000000	10.0000000
32QUES	OVRSEE FACILITIES MGMT/REQ	72	7.2777778	1.5493954	3.0000000	10.0000000
32DELTA	DELTA-OVERSEE FAC MGMT	72	0.2361111	0.4276716	0	1.0000000
PMGMT	OPERATIONS MGMT ISSUES	71	7.2253521	1.5231282	2.0000000	10.0000000
PMAGC	AGGREGATE--OPERATIONAL MGMT ISSUES/C	72	6.1990741	1.6434150	2.6666667	9.5000000
PMAGR	AGGREGATE--OPERATIONAL MGMT ISSUES/R	72	7.5601852	1.2566896	4.1666667	10.0000000
PMDELTA	AGGREGATE DELTA--OPERATIONAL MGMT ISSUES	72	1.3611111	1.7077106	-2.6666667	6.1666667

ORGANIZATIONAL BEHAVIOR ISSUES MEANS AND DELTAS

POSIT1=

Variable Label	N	Mean	Std Dev	Minimum	Maximum
33QUES	8	7.2500000	2.0528726	4.0000000	10.0000000
33QUES	8	8.6250000	1.1877349	7.0000000	10.0000000
33DELTA	8	1.3750000	2.5035689	-2.0000000	6.0000000
34QUES	8	7.8750000	1.8077215	4.0000000	10.0000000
34QUES	8	8.7500000	1.7525492	5.0000000	10.0000000
34DELTA	8	0.8750000	1.8077215	-2.0000000	4.0000000
35QUES	8	8.1250000	0.9910312	6.0000000	9.0000000
35QUES	8	9.1250000	0.9910312	8.0000000	10.0000000
35DELTA	8	1.0000000	1.4142136	0	4.0000000
36QUES	8	7.7500000	1.8322508	4.0000000	9.0000000
36QUES	8	9.1250000	1.1259916	7.0000000	10.0000000
36DELTA	8	1.3750000	2.1339099	-1.0000000	6.0000000
37QUES	8	8.6250000	0.5175492	8.0000000	9.0000000
37QUES	8	9.7500000	0.4629100	9.0000000	10.0000000
37DELTA	8	1.1250000	0.8345230	0	2.0000000
38QUES	8	8.0000000	1.6903085	4.0000000	9.0000000
38QUES	8	9.6250000	0.5175492	9.0000000	10.0000000
38DELTA	8	1.6250000	1.5979898	0	5.0000000
39QUES	8	7.7500000	1.6690459	4.0000000	9.0000000
39QUES	8	9.5000000	0.5345225	9.0000000	10.0000000
39DELTA	8	1.7500000	1.5811388	0	5.0000000
40QUES	7	8.1428571	0.6900656	7.0000000	9.0000000
40QUES	7	9.7142857	0.4879500	9.0000000	10.0000000
40DELTA	7	1.5714286	0.9759001	0	3.0000000
41QUES	8	8.3750000	0.7440238	7.0000000	9.0000000
41QUES	8	9.6250000	0.7440238	8.0000000	10.0000000
41DELTA	8	1.2500000	0.7071068	0	2.0000000
42QUES	8	8.7500000	0.7071068	8.0000000	10.0000000
42QUES	8	9.8750000	0.3535534	9.0000000	10.0000000
42DELTA	8	1.1250000	0.8345230	0	2.0000000
43QUES	8	8.0000000	1.4142136	5.0000000	9.0000000
43QUES	8	9.1250000	1.1259916	7.0000000	10.0000000
43DELTA	8	1.1250000	1.1259916	0	3.0000000
44QUES	8	8.3750000	1.1877349	6.0000000	10.0000000
44QUES	8	9.2500000	1.1649647	7.0000000	10.0000000
44DELTA	8	0.8750000	1.8077215	-2.0000000	4.0000000
45QUES	8	7.6250000	1.3024702	5.0000000	9.0000000
45QUES	8	8.5000000	2.3299295	3.0000000	10.0000000
45DELTA	8	0.8750000	3.1367636	-6.0000000	4.0000000
46QUES	8	7.8750000	0.8345230	7.0000000	9.0000000
46QUES	8	9.2500000	1.0350983	7.0000000	10.0000000
46DELTA	8	1.3750000	1.5059406	-1.0000000	5.0000000
RGMBH	8	8.7500000	1.2817399	7.0000000	10.0000000
RGAGC	7	7.9387755	1.0147120	5.7857143	8.7857143
RGAGR	7	9.2244898	0.6930517	8.1428571	10.0000000
RGDELTA	7	1.2857143	1.3727176	-0.3571429	3.5000000

ORGANIZATIONAL BEHAVIOR ISSUES MEANS AND DELTAS

POSIT1=CO

Variable Label	N	Mean	Std Dev	Minimum	Maximum
33QUES	97	8.4845361	1.7918415	0	10.0000000

33QUES	KNOW SUP REQ OP FORC/REQ	97	8.8556701	1.6519540	0	10.0000000
33DELTA	DELTA-KNOW & SUPPORT OPF FORCES	97	0.3711340	1.7097733	-8.0000000	6.0000000
34QUES	DEVL & COMM COND VISM/CUR	97	8.2783505	1.5461125	3.0000000	10.0000000
34QUES	DEVL & COMM COND VISM/REQ	97	9.2164948	1.1108068	5.0000000	10.0000000
34DELTA	DELTA-DEVELOP & COMM COMMAND VISION	97	0.9381443	1.3602576	-2.0000000	6.0000000
35QUES	IMPOWR IND & WORK GRP/CUR	97	8.6082474	1.4109446	3.0000000	10.0000000
35QUES	IMPOWR IND & WORK GRP/REQ	97	9.1546392	1.1487331	4.0000000	10.0000000
35DELTA	DELTA-EMPOWER INV & WORK GROUPS	97	0.5463918	1.1367041	-3.0000000	4.0000000
36QUES	DEVL NON-PARCHL PERSP/CUR	96	8.6458333	1.4435276	4.0000000	10.0000000
36QUES	DEVL NON-PARCHL PERSP/REQ	96	8.8750000	1.3158947	4.0000000	10.0000000
36DELTA	DELTA-DEVELOP NON-PAROCIAL PERSPECTIVE	96	0.2291667	0.9997807	-4.0000000	2.0000000
37QUES	BUILDING TRUST/CUR	97	8.7628866	1.3827298	4.0000000	10.0000000
37QUES	BUILDING TRUST/REQ	97	9.4536082	1.0105755	4.0000000	10.0000000
37DELTA	DELTA-BUILDING TRUST	97	0.6907216	1.1026561	-2.0000000	5.0000000
38QUES	MANAGING CHANGE/CUR	97	8.3711340	1.5297030	3.0000000	10.0000000
38QUES	MANAGING CHANGE/REQ	97	9.3402062	1.0496686	4.0000000	10.0000000
38DELTA	DELTA-MANAGING CHANGE	97	0.9690722	1.4101833	-3.0000000	6.0000000
39QUES	MANAGING CONFLICT/CUR	97	7.9587629	1.8080694	2.0000000	10.0000000
39QUES	MANAGING CONFLICT/REQ	97	9.1649485	1.0376296	6.0000000	10.0000000
39DELTA	DELTA-MANAGING CONFLICT	97	1.2061856	1.5474316	-2.0000000	7.0000000
40QUES	BUILDING TEAMWORK/CUR	97	8.5360825	1.4723978	4.0000000	10.0000000
40QUES	BUILDING TEAMWORK/REQ	97	9.3917526	1.0057823	6.0000000	10.0000000
40DELTA	DELTA-BUILDING TEAMWORK	97	0.8556701	1.3843597	-2.0000000	6.0000000
41QUES	DEVL POS ORGAN CLIMAT/CUR	97	8.5979381	1.4695506	5.0000000	10.0000000
41QUES	DEVL POS ORGAN CLIMAT/REQ	97	9.5463918	0.8167596	6.0000000	10.0000000
41DELTA	DELTA-DEVELOP POSITIVE ORG ENVIRONMENT	97	0.9484536	1.2193845	-2.0000000	4.0000000
42QUES	MOTIVATING PEOPLE/CUR	97	8.2680412	1.4826459	4.0000000	10.0000000
42QUES	MOTIVATING PEOPLE/REQ	97	9.3814433	1.1034350	4.0000000	10.0000000
42DELTA	DELTA-MOTIVATING PEOPLE	97	1.1134021	1.2737436	-2.0000000	6.0000000
43QUES	EMPLY COORD MECHNSM/CUR	97	7.9690722	1.6295041	4.0000000	10.0000000
43QUES	EMPLY COORD MECHNSM/REQ	97	8.6804124	1.2628208	4.0000000	10.0000000
43DELTA	DELTA-EMPLOY COORD MECHANISMS	97	0.7113402	1.3990976	-4.0000000	4.0000000
44QUES	DEVL SUBORDINATES/CUR	97	8.4948454	1.4514627	4.0000000	10.0000000
44QUES	DEVL SUBORDINATES/REQ	97	9.2577320	1.0923822	6.0000000	10.0000000
44DELTA	DELTA-DEVELOP SUBORDINATES	97	0.7628866	1.2142659	-3.0000000	5.0000000
45QUES	UNDRSTND ROLE CO & XO/CUR	97	8.8350515	1.4410674	2.0000000	10.0000000
45QUES	UNDRSTND ROLE CO & XO/REQ	97	9.3402062	1.3298386	0	10.0000000
45DELTA	DELTA-UNDERSTANDING ROLE OF CO/XO	97	0.5051546	1.5950686	-10.0000000	4.0000000
46QUES	PROM INNOVT & RISK BHVR/CUR	97	8.3505155	1.5278064	4.0000000	10.0000000
46QUES	PROM INNOVT & RISK BHVR/REQ	97	8.9278351	1.2520602	6.0000000	10.0000000
46DELTA	DELTA-PROM INNOV. & RISK BEHAVIOR	97	0.5773196	1.4421848	-4.0000000	4.0000000
RGNBH	ORGANIZATIONAL BEHAVIOR	97	8.2577320	2.0170025	1.0000000	10.0000000
RGAGC	AGGREGATE--ORGANIZATIONAL BEHAVIOR/C	96	8.4248512	1.2268203	4.6428571	10.0000000
RGAGR	AGGREGATE--ORGANIZATIONAL BEHAVIOR/R	96	9.1837798	0.8722814	5.7142857	10.0000000
RGDELTA	AGGREGATE DELTA--ORGANIZATIONAL BEHAVIOR	96	0.7589286	0.9572074	-2.5000000	4.4285714

ORGANIZATIONAL BEHAVIOR ISSUES MEANS AND DELTAS

-----POSIT1=DH-----

Variable Label	N	Mean	Std Dev	Minimum	Maximum
33QUES	44	7.2954545	1.9834143	3.0000000	10.0000000
33QUES	44	8.5227273	1.4861944	3.0000000	10.0000000
33DELTA	44	1.2272727	2.1334941	-4.0000000	5.0000000
34QUES	44	7.1818182	1.8460861	3.0000000	10.0000000
34QUES	44	8.5909091	1.6749617	3.0000000	10.0000000
34DELTA	44	1.4090909	2.5180112	-4.0000000	7.0000000
35QUES	44	7.8181818	1.7556914	3.0000000	10.0000000
35QUES	44	8.4772727	1.8234727	2.0000000	10.0000000
35DELTA	44	0.6590909	1.7907148	-4.0000000	4.0000000
36QUES	44	7.4772727	1.7717241	1.0000000	10.0000000
36QUES	44	8.2045455	1.6785867	2.0000000	10.0000000
36DELTA	44	0.7272727	2.1389373	-4.0000000	9.0000000
37QUES	44	8.6136364	1.2615220	5.0000000	10.0000000
37QUES	44	7.1818182	0.9218971	7.0000000	10.0000000
37DELTA	44	0.5681818	1.3188742	-3.0000000	4.0000000
38QUES	44	8.0227273	1.5772899	2.0000000	10.0000000
38QUES	44	9.0454545	0.8614359	7.0000000	10.0000000
38DELTA	44	1.0227273	1.7452745	-3.0000000	7.0000000
39QUES	44	7.5681818	2.0618092	1.0000000	10.0000000

39QUES	MANAGING CONFLICT/REQ	44	9.1136364	0.9453905	7.0000000	10.0000000
39DELTA	DELTA-MANAGING CONFLICT	44	1.5454545	2.2041667	-3.0000000	9.0000000
40QUES	BUILDING TEAMWORK/CUR	44	8.4318182	1.4531078	4.0000000	10.0000000
40QUES	BUILDING TEAMWORK/REQ	44	9.2954545	0.8781467	7.0000000	10.0000000
40DELTA	DELTA-BUILDING TEAMWORK	44	0.8636364	1.6366572	-3.0000000	6.0000000
41QUES	DEVL P OS ORGAN CLIMAT/CUR	44	8.1818182	1.6321298	2.0000000	10.0000000
41QUES	DEVL P OS ORGAN CLIMAT/REQ	44	9.1136364	1.3156643	3.0000000	10.0000000
41DELTA	DELTA-DEVELOP POSITIVE ORG ENVIRONMENT	44	0.9318182	1.8602041	-4.0000000	7.0000000
42QUES	MOTIVATING PEOPLE/CUR	44	8.2954545	1.3043674	5.0000000	10.0000000
42QUES	MOTIVATING PEOPLE/REQ	44	9.1818182	0.9467872	6.0000000	10.0000000
42DELTA	DELTA-MOTIVATING PEOPLE	44	0.8863636	1.5879768	-4.0000000	5.0000000
43QUES	EMPLY COORD MECHNSM/CUR	44	7.0000000	2.1020477	0	10.0000000
43QUES	EMPLY COORD MECHNSM/REQ	44	8.2500000	1.6998632	0	10.0000000
43DELTA	DELTA-EMPLOY COORD MECHANISMS	44	1.2500000	1.9183932	-2.0000000	7.0000000
44QUES	DEVL SUBORDINATES/CUR	44	8.2272727	1.2734066	4.0000000	10.0000000
44QUES	DEVL SUBORDINATES/REQ	44	8.8181818	1.5291391	2.0000000	10.0000000
44DELTA	DELTA-DEVELOP SUBORDINATES	44	0.5909091	1.4991188	-5.0000000	3.0000000
45QUES	UNDRSTND ROLE CO & XO/CUR	44	7.3181818	2.4756745	0	10.0000000
45QUES	UNDRSTND ROLE CO & XO/REQ	44	8.8181818	1.6881630	2.0000000	10.0000000
45DELTA	DELTA-UNDERSTANDING ROLE OF CO/XO	44	1.5000000	2.7995016	-5.0000000	10.0000000
46QUES	PROM INNOVT & RISK BHVR/CUR	44	7.6818182	1.7222582	2.0000000	10.0000000
46QUES	PROM INNOVT & RISK BHVR/REQ	44	8.4545455	1.5914677	2.0000000	10.0000000
46DELTA	DELTA-PROM INNOV. & RISK BEHAVIOR	44	0.7727273	1.9984137	-4.0000000	6.0000000
RGNBEH	ORGANIZATIONAL BEHAVIOR	44	8.0454545	1.2931761	6.0000000	10.0000000
RGAGC	AGGREGATE--ORGANIZATIONAL BEHAVIOR/C	44	7.7938312	1.2793508	4.0000000	9.9285714
RGAGR	AGGREGATE--ORGANIZATIONAL BEHAVIOR/R	44	8.7905844	1.0419987	5.7857143	10.0000000
RGDELTA	AGGREGATE DELTA--ORGANIZATIONAL BEHAVIOR	44	0.9967532	1.4718490	-3.5714286	5.0000000

ORGANIZATIONAL BEHAVIOR ISSUES MEANS AND DELTAS

-----POSIT1=DIR-----

Variable Label	N	Mean	Std Dev	Minimum	Maximum
33QUES	143	7.3426573	2.1100193	0	10.0000000
33QUES	143	8.4265734	1.6032077	1.0000000	10.0000000
33DELTA	143	1.0839161	2.0192611	-4.0000000	7.0000000
34QUES	143	7.5524476	1.9161226	0	10.0000000
34QUES	143	8.7342657	1.6697434	0	10.0000000
34DELTA	143	1.1818182	1.9881209	-8.0000000	7.0000000
35QUES	143	8.0489510	1.6671164	2.0000000	10.0000000
35QUES	143	8.9230769	1.1872380	5.0000000	10.0000000
35DELTA	143	0.8741259	1.6778051	-3.0000000	7.0000000
36QUES	141	8.0851064	1.7987669	0	10.0000000
36QUES	142	8.7676056	1.2864018	5.0000000	10.0000000
36DELTA	141	0.6879433	1.7449304	-3.0000000	8.0000000
37QUES	143	8.4685315	1.3521199	4.0000000	10.0000000
37QUES	143	9.2307692	1.1176705	5.0000000	10.0000000
37DELTA	143	0.7622378	1.3888796	-3.0000000	5.0000000
38QUES	143	8.2307692	1.4903082	4.0000000	10.0000000
38QUES	143	9.1958042	1.1086011	6.0000000	10.0000000
38DELTA	143	0.9650350	1.4747288	-3.0000000	6.0000000
39QUES	143	8.0839161	1.5267405	4.0000000	10.0000000
39QUES	143	9.2587413	1.0662114	6.0000000	10.0000000
39DELTA	143	1.1748252	1.5119928	-2.0000000	6.0000000
40QUES	142	8.3098592	1.5120467	4.0000000	10.0000000
40QUES	143	9.2587413	1.0326589	6.0000000	10.0000000
40DELTA	142	0.9436620	1.4624115	-3.0000000	5.0000000
41QUES	143	8.2727273	1.4688398	4.0000000	10.0000000
41QUES	143	9.3706294	0.9395708	7.0000000	10.0000000
41DELTA	143	1.0979021	1.5073280	-3.0000000	5.0000000
42QUES	143	8.1958042	1.4644075	4.0000000	10.0000000
42QUES	143	9.3216783	0.9464641	6.0000000	10.0000000
42DELTA	143	1.1258741	1.4185250	-2.0000000	5.0000000
43QUES	143	7.8181818	1.6768362	3.0000000	10.0000000
43QUES	143	8.8461538	1.1586034	5.0000000	10.0000000
43DELTA	143	1.0279720	1.6612572	-4.0000000	6.0000000
44QUES	143	8.3426573	1.5659443	3.0000000	10.0000000
44QUES	143	9.1748252	1.0435225	6.0000000	10.0000000
44DELTA	143	0.8321678	1.4485836	-2.0000000	5.0000000
45QUES	143	7.8391608	1.6343597	2.0000000	10.0000000

45QUES	UNDRSTND ROLE CO & XO/REQ	143	9.0209790	1.3346336	2.0000000	10.0000000
45DELTA	DELTA-UNDERSTANDING ROLE OF CO/XO	143	1.1818182	1.8638003	-8.0000000	6.0000000
46QUES	PROM INNOVT & RISK BHVR/CUR	142	7.8732394	1.7004762	3.0000000	10.0000000
46QUES	PROM INNOVT & RISK BHVR/REQ	142	8.7605634	1.3417971	5.0000000	10.0000000
46DELTA	DELTA-PROM INNOV. & RISK BEHAVIOR	142	0.8873239	1.6889234	-5.0000000	5.0000000
RGNBEH	ORGANIZATIONAL BEHAVIOR	143	7.9650350	2.0808063	1.0000000	10.0000000
RGAGC	AGGREGATE--ORGANIZATIONAL BEHAVIOR/C	139	8.0246660	1.2675480	4.6428571	10.0000000
RGAGR	AGGREGATE--ORGANIZATIONAL BEHAVIOR/R	141	9.0278622	0.8970218	6.0714286	10.0000000
RGDELTA	AGGREGATE DELTA--ORGANIZATIONAL BEHAVIOR	139	1.0015416	1.2533442	-2.0000000	4.5000000

ORGANIZATIONAL BEHAVIOR ISSUES MEANS AND DELTAS

-----POSIT1=OPS-----

Variable Label	N	Mean	Std Dev	Minimum	Maximum
33QUES	16	8.6250000	1.8211718	4.0000000	10.0000000
33QUES	16	9.5000000	0.8944272	7.0000000	10.0000000
33DELTA	16	0.8750000	1.8211718	-3.0000000	5.0000000
34QUES	16	7.6250000	1.9958290	4.0000000	10.0000000
34QUES	16	9.0625000	1.5692355	4.0000000	10.0000000
34DELTA	16	1.4375000	1.7114808	0	5.0000000
35QUES	16	7.5625000	2.3935678	2.0000000	10.0000000
35QUES	16	8.6875000	2.5223997	2.0000000	10.0000000
35DELTA	16	1.1250000	1.6683325	-2.0000000	4.0000000
36QUES	16	8.1875000	2.0402206	3.0000000	10.0000000
36QUES	16	8.5625000	2.0320351	3.0000000	10.0000000
36DELTA	16	0.3750000	2.0289570	-2.0000000	4.0000000
37QUES	16	8.6250000	1.3102163	7.0000000	10.0000000
37QUES	16	9.3125000	1.0144785	7.0000000	10.0000000
37DELTA	16	0.6875000	1.1383468	-1.0000000	3.0000000
38QUES	16	8.2500000	1.5275252	5.0000000	10.0000000
38QUES	16	9.3750000	1.0878113	6.0000000	10.0000000
38DELTA	16	1.1250000	1.6683325	-2.0000000	4.0000000
39QUES	16	8.1250000	1.2041595	6.0000000	10.0000000
39QUES	16	9.3125000	1.4008926	5.0000000	10.0000000
39DELTA	16	1.1875000	1.7594980	-4.0000000	3.0000000
40QUES	16	8.2500000	1.9493589	3.0000000	10.0000000
40QUES	16	9.1250000	1.5438048	5.0000000	10.0000000
40DELTA	16	0.8750000	1.7841898	-2.0000000	6.0000000
41QUES	16	8.7500000	1.2909944	6.0000000	10.0000000
41QUES	16	9.5625000	0.8139410	8.0000000	10.0000000
41DELTA	16	0.8125000	1.6007811	-2.0000000	4.0000000
42QUES	16	8.6250000	1.4083087	5.0000000	10.0000000
42QUES	16	9.5625000	0.7274384	8.0000000	10.0000000
42DELTA	16	0.9375000	1.5692355	-2.0000000	5.0000000
43QUES	16	7.6875000	1.8518009	4.0000000	10.0000000
43QUES	16	8.6875000	1.9224550	3.0000000	10.0000000
43DELTA	16	1.0000000	2.3664319	-4.0000000	6.0000000
44QUES	16	8.7500000	1.3904436	6.0000000	10.0000000
44QUES	16	9.0000000	1.5916449	5.0000000	10.0000000
44DELTA	16	0.2500000	1.5705625	-2.0000000	3.0000000
45QUES	16	6.9375000	2.6949026	3.0000000	10.0000000
45QUES	16	8.8750000	1.8574176	3.0000000	10.0000000
45DELTA	16	1.9375000	2.7439327	-2.0000000	7.0000000
46QUES	16	8.0000000	1.8257419	5.0000000	10.0000000
46QUES	16	8.5000000	1.8973666	4.0000000	10.0000000
46DELTA	16	0.5000000	2.0976177	-3.0000000	5.0000000
RGNBEH	16	8.3125000	2.3584953	3.0000000	10.0000000
RGAGC	16	8.1428571	1.4254728	4.9285714	10.0000000
RGAGR	16	9.0803571	1.2418099	5.7857143	10.0000000
RGDELTA	16	0.9375000	1.4809160	-1.5000000	4.2142857

ORGANIZATIONAL BEHAVIOR ISSUES MEANS AND DELTAS

-----POSIT1=OTHER-----

Variable Label	N	Mean	Std Dev	Minimum	Maximum
33QUES	95	7.8526316	1.8960677	3.0000000	10.0000000
33QUES	95	8.5263158	1.8441518	2.0000000	10.0000000
33DELTA	94	0.6808511	2.1109686	-6.0000000	7.0000000

34QUES	DEVL & COMM COND VISH/CUR	95	7.600000	1.8872472	1.0000000	10.0000000
34QUES	DEVL & COMM COND VISH/REQ	95	8.5789474	1.8712776	0	10.0000000
34DELTA	DELTA-DEVELOP & COMM COMMAND VISION	94	1.0000000	2.1800661	-6.0000000	7.0000000
35QUES	IMPWR IND & WORK GRP/CUR	95	8.3157895	1.6390394	2.0000000	10.0000000
35QUES	IMPWR IND & WORK GRP/REQ	95	8.9052632	1.5372930	3.0000000	10.0000000
35DELTA	DELTA-EMPOWER INV & WORK GROUPS	94	0.5957447	1.8334945	-5.0000000	5.0000000
36QUES	DEVL NON-PARCHL PERSP/CUR	91	8.1538462	1.9432108	0	10.0000000
36QUES	DEVL NON-PARCHL PERSP/REQ	91	8.6043956	1.5908008	0	10.0000000
36DELTA	DELTA-DEVELOP NON-PAROCHIAL PERSPECTIVE	90	0.4666667	1.4855105	-3.0000000	5.0000000
37QUES	BUILDING TRUST/CUR	94	8.7446809	1.3111283	5.0000000	10.0000000
37QUES	BUILDING TRUST/REQ	95	9.3157895	1.0941154	4.0000000	10.0000000
37DELTA	DELTA-BUILDING TRUST	93	0.5698925	1.5421459	-5.0000000	5.0000000
38QUES	MANAGING CHANGE/CUR	95	8.2315789	1.5049750	4.0000000	10.0000000
38QUES	MANAGING CHANGE/REQ	95	9.1789474	1.1758107	4.0000000	10.0000000
38DELTA	DELTA-MANAGING CHANGE	94	0.9574468	1.6258324	-5.0000000	5.0000000
39QUES	MANAGING CONFLICT/CUR	95	7.9052632	1.4736962	4.0000000	10.0000000
39QUES	MANAGING CONFLICT/REQ	95	9.0210526	1.4511840	4.0000000	10.0000000
39DELTA	DELTA-MANAGING CONFLICT	94	1.1276596	2.0066237	-5.0000000	5.0000000
40QUES	BUILDING TEAMWORK/CUR	95	8.5473684	1.4124705	4.0000000	10.0000000
40QUES	BUILDING TEAMWORK/REQ	95	9.2315789	1.1527269	4.0000000	10.0000000
40DELTA	DELTA-BUILDING TEAMWORK	94	0.7021277	1.6052989	-5.0000000	5.0000000
41QUES	DEVL POS ORGAN CLIMAT/CUR	95	8.4842105	1.3357854	4.0000000	10.0000000
41QUES	DEVL POS ORGAN CLIMAT/REQ	95	9.2000000	1.1260928	4.0000000	10.0000000
41DELTA	DELTA-DEVELOP POSITIVE ORG ENVIRONMENT	94	0.7234043	1.5821875	-5.0000000	6.0000000
42QUES	MOTIVATING PEOPLE/CUR	95	8.2421053	1.4418944	4.0000000	10.0000000
42QUES	MOTIVATING PEOPLE/REQ	95	9.1263158	1.4309802	2.0000000	10.0000000
42DELTA	DELTA-MOTIVATING PEOPLE	94	0.9042553	1.7168936	-5.0000000	6.0000000
43QUES	EMPL COORD MECHNSM/CUR	95	7.5684211	1.9276964	0	10.0000000
43QUES	EMPL COORD MECHNSM/REQ	95	8.6315789	1.7013926	2.0000000	10.0000000
43DELTA	DELTA-EMPLOY COORD MECHANISMS	94	1.0851064	2.0407651	-4.0000000	7.0000000
44QUES	DEVL SUBORDINATES/CUR	95	8.3263158	1.5672316	4.0000000	10.0000000
44QUES	DEVL SUBORDINATES/REQ	95	8.9789474	1.4802167	4.0000000	10.0000000
44DELTA	DELTA-DEVELOP SUBORDINATES	94	0.6595745	1.8465498	-4.0000000	6.0000000
45QUES	UNDRSTD ROLE CO & XO/CUR	95	7.8421053	2.1552301	1.0000000	10.0000000
45QUES	UNDRSTD ROLE CO & XO/REQ	95	8.5052632	2.5047771	0	10.0000000
45DELTA	DELTA-UNDERSTANDING ROLE OF CO/XO	94	0.6702128	3.1533846	-10.0000000	9.0000000
46QUES	PROM INNOVT & RISK BHVR/CUR	95	7.9052632	1.8684029	2.0000000	10.0000000
46QUES	PROM INNOVT & RISK BHVR/REQ	95	8.6631579	1.5952758	4.0000000	10.0000000
46DELTA	DELTA-PROM INNOV. & RISK BEHAVIOR	94	0.7659574	1.9698018	-5.0000000	7.0000000
RGNBEN	ORGANIZATIONAL BEHAVIOR	96	8.2812500	1.6267703	3.0000000	10.0000000
RGAGC	AGGREGATE--ORGANIZATIONAL BEHAVIOR/C	90	8.1158730	1.2854725	4.5714286	10.0000000
RGAGR	AGGREGATE--ORGANIZATIONAL BEHAVIOR/R	91	8.8720565	1.1798342	4.4285714	10.0000000
RGDELTA	AGGREGATE DELTA--ORGANIZATIONAL BEHAVIOR	89	0.7624398	1.4306306	-3.9285714	5.0714286

ORGANIZATIONAL BEHAVIOR ISSUES MEANS AND DELTAS

-----POSIT1=XO-----

Variable Label	N	Mean	Std Dev	Minimum	Maximum
33QUES	72	8.0138889	1.9751488	2.0000000	10.0000000
33QUES	72	8.7083333	1.5052724	3.0000000	10.0000000
33DELTA	72	0.6944444	2.1795392	-5.0000000	6.0000000
34QUES	72	7.8611111	1.5410400	4.0000000	10.0000000
34QUES	72	8.9861111	1.2614887	4.0000000	10.0000000
34DELTA	72	1.1250000	1.5916817	-2.0000000	6.0000000
35QUES	72	8.3472222	1.3017834	4.0000000	10.0000000
35QUES	72	9.1388889	1.0916528	6.0000000	10.0000000
35DELTA	72	0.7916667	1.4135910	-3.0000000	6.0000000
36QUES	71	8.4647887	1.3291349	4.0000000	10.0000000
36QUES	71	9.0140845	1.1770782	6.0000000	10.0000000
36DELTA	71	0.5492958	1.5286664	-3.0000000	6.0000000
37QUES	72	8.6388889	1.2368241	5.0000000	10.0000000
37QUES	72	9.4166667	1.0174533	5.0000000	10.0000000
37DELTA	72	0.7777778	1.3554504	-4.0000000	4.0000000
38QUES	72	8.2222222	1.3132287	5.0000000	10.0000000
38QUES	72	9.3333333	0.9494253	6.0000000	10.0000000
38DELTA	72	1.1111111	1.4588782	-3.0000000	5.0000000
39QUES	72	8.0694444	1.4273623	4.0000000	10.0000000
39QUES	72	9.2777778	0.9673868	6.0000000	10.0000000
39DELTA	72	1.2083333	1.6092821	-3.0000000	5.0000000
40QUES	72	8.4166667	1.3295133	4.0000000	10.0000000

40QUES	BUILDING TEAMWORK/REQ	72	9.52777778	0.8716541	6.0000000	10.0000000
40DELTA	DELTA-BUILDING TEAMWORK	72	1.11111111	1.5249618	-3.0000000	6.0000000
41QUES	DEVL P POS ORGAN CLIMAT/CUR	72	8.3472222	1.2577615	4.0000000	10.0000000
41QUES	DEVL P POS ORGAN CLIMAT/REQ	72	9.5138889	0.9037178	6.0000000	10.0000000
41DELTA	DELTA-DEVELOP POSITIVE ORG ENVIRONMENT	72	1.1666667	1.4042190	-3.0000000	6.0000000
42QUES	MOTIVATING PEOPLE/CUR	72	8.1944444	1.4304425	4.0000000	10.0000000
42QUES	MOTIVATING PEOPLE/REQ	72	9.4027778	0.9140488	6.0000000	10.0000000
42DELTA	DELTA-MOTIVATING PEOPLE	72	1.2083333	1.6092821	-3.0000000	6.0000000
43QUES	EMPL COORD MECHNSM/CUR	72	7.8055556	1.4977814	4.0000000	10.0000000
43QUES	EMPL COORD MECHNSM/REQ	72	8.9166667	1.1352235	5.0000000	10.0000000
43DELTA	DELTA-EMPLOY COORD MECHANISMS	72	1.1111111	1.4969975	-2.0000000	5.0000000
44QUES	DEVL SUBORDINATES/CUR	72	8.2361111	1.3685919	4.0000000	10.0000000
44QUES	DEVL SUBORDINATES/REQ	72	9.1805556	1.0254012	6.0000000	10.0000000
44DELTA	DELTA-DEVELOP SUBORDINATES	72	0.9444444	1.5644725	-3.0000000	5.0000000
45QUES	UNDRSTND ROLE CO & XO/CUR	72	8.5555556	1.4426979	3.0000000	10.0000000
45QUES	UNDRSTND ROLE CO & XO/REQ	72	9.6111111	0.8316885	6.0000000	10.0000000
45DELTA	DELTA-UNDERSTANDING ROLE OF CO/XO	72	1.0555556	1.5280374	-3.0000000	6.0000000
46QUES	PROM INNOVT & RISK BHVR/CUR	72	8.0694444	1.6126820	4.0000000	10.0000000
46QUES	PROM INNOVT & RISK BHVR/REQ	72	8.9722222	1.1002205	6.0000000	10.0000000
46DELTA	DELTA-PROM INNOV. & RISK BEHAVIOR	72	0.9027778	1.5397066	-3.0000000	6.0000000
RGNBH	ORGANIZATIONAL BEHAVIOR	72	8.3472222	1.8926077	1.0000000	10.0000000
RGAGC	AGGREGATE--ORGANIZATIONAL BEHAVIOR/C	71	8.2364185	1.1062104	4.1428571	10.0000000
RGAGR	AGGREGATE--ORGANIZATIONAL BEHAVIOR/R	71	9.2102616	0.8404746	6.0000000	10.0000000
RGDELTA	AGGREGATE DELTA--ORGANIZATIONAL BEHAVIOR	71	0.9738431	1.2403705	-2.7142857	5.4285714

MANPOWER MANAGEMENT/HRM ISSUES MEANS AND DELTAS

----- POSITI=' . ' -----

Variable Label	N	Mean	Std Dev	Minimum	Maximum
47QUES	8	7.0000000	1.5118579	5.0000000	10.0000000
47QUES	8	8.1250000	1.8850919	5.0000000	10.0000000
47DELTA	8	1.1250000	1.5526475	-1.0000000	4.0000000
48QUES	8	7.8750000	1.4577380	6.0000000	10.0000000
48QUES	8	8.6250000	1.4078860	6.0000000	10.0000000
48DELTA	8	0.7500000	0.8864053	0	2.0000000
49QUES	8	6.5000000	2.5634798	2.0000000	10.0000000
49QUES	8	7.8750000	1.5526475	6.0000000	10.0000000
49DELTA	8	1.3750000	2.3260942	-1.0000000	6.0000000
50QUES	8	4.2500000	1.3887301	3.0000000	7.0000000
50QUES	8	6.5000000	2.7774603	0	9.0000000
50DELTA	8	2.2500000	2.7124054	-3.0000000	6.0000000
51QUES	8	7.5000000	1.4142136	5.0000000	9.0000000
51QUES	8	8.3750000	1.3024702	7.0000000	10.0000000
51DELTA	8	0.8750000	1.3562027	-1.0000000	3.0000000
52QUES	8	8.1250000	1.2464235	6.0000000	10.0000000
52QUES	8	8.8750000	1.1259916	7.0000000	10.0000000
52DELTA	8	0.1250000	0.3535534	0	1.0000000
ANPOWER	8	7.6250000	1.9955307	5.0000000	10.0000000
ANAGC	8	6.8750000	0.9950273	5.3333333	8.1666667
ANAGR	8	8.0625000	1.3121456	6.3333333	9.6666667
ANDELTA	8	1.1875000	1.4892139	-1.3333333	3.1666667

----- POSITI=CO -----

Variable Label	N	Mean	Std Dev	Minimum	Maximum
47QUES	97	6.7010309	2.0471777	1.0000000	10.0000000
47QUES	97	8.2268041	1.3731439	3.0000000	10.0000000
47DELTA	97	1.5257732	1.6776272	-2.0000000	6.0000000
48QUES	97	8.1237113	1.4948365	4.0000000	10.0000000
48QUES	97	8.7216495	1.2394746	5.0000000	10.0000000
48DELTA	97	0.5979381	1.2671617	-3.0000000	5.0000000
49QUES	96	7.4062500	1.8097870	3.0000000	10.0000000
49QUES	96	8.4895833	1.2895923	4.0000000	10.0000000
49DELTA	96	1.0833333	1.5672078	-2.0000000	6.0000000
50QUES	95	5.5263158	2.7438213	0	10.0000000
50QUES	95	7.2000000	2.4564288	0	10.0000000
50DELTA	95	1.6736842	2.5700489	-7.0000000	7.0000000
51QUES	97	7.5367010	1.8594862	2.0000000	10.0000000

51QUES	MANG MULTI-CULT DIVRSTY/REQ	97	8.2474227	1.7442222	1.0000000	10.0000000
51DELTA	DELTA-MANAGE MULTI-CULT DIVERSITY	97	0.6907216	1.6352932	-4.0000000	6.0000000
52QUES	PROM ETHICL PRAC IN OPS/CUR	96	8.5104167	1.5148027	4.0000000	10.0000000
52QUES	PROM ETHICL PRAC IN OPS/REQ	96	9.1250000	1.3078709	4.0000000	10.0000000
52DELTA	DELTA-PROMOTE ETHICAL PRAC IN OPS	97	0.4639175	0.5012870	0	1.0000000
ANPOWER	MANPOWER/HUMAN RES MGNT	97	8.0309278	1.7105896	3.0000000	10.0000000
ANAGC	AGGREGATE--MANPOWER MGNT/HRM ISSUES/C	94	7.2819149	1.5531266	3.1666667	10.0000000
ANAGR	AGGREGATE--MANPOWER MGNT/HRM ISSUES/R	94	8.3404255	1.2104964	4.1666667	10.0000000
ANDELTA	AGGREGATE DELTA-- MANPOWER MGNT/HRM ISSU	94	1.0585106	1.2314835	-2.0000000	4.6666667

MANPOWER MANAGEMENT/HRM ISSUES MEANS AND DELTAS

-----POSIT1=OH-----

Variable Label	N	Mean	Std Dev	Minimum	Maximum
47QUES	44	5.5454545	2.4252024	0	10.0000000
47QUES	44	7.8636364	2.5932911	0	10.0000000
47DELTA	44	2.3181818	3.0558577	-7.0000000	7.0000000
48QUES	44	7.6136364	1.5584117	4.0000000	10.0000000
48QUES	44	8.7727273	1.4763821	2.0000000	10.0000000
48DELTA	44	1.1590909	1.7776805	-5.0000000	5.0000000
49QUES	44	6.9545455	1.9878064	0	10.0000000
49QUES	44	8.6136364	1.6025548	0	10.0000000
49DELTA	44	1.6590909	1.9161879	-3.0000000	7.0000000
50QUES	44	4.1590909	2.6320315	0	10.0000000
50QUES	44	6.8409091	2.9722999	0	10.0000000
50DELTA	44	2.6818182	3.5553610	-4.0000000	9.0000000
51QUES	44	7.4318182	1.7035903	2.0000000	10.0000000
51QUES	44	8.0454545	1.9760725	0	10.0000000
51DELTA	44	0.6136364	1.5282747	-4.0000000	4.0000000
52QUES	44	8.2272727	1.4445348	4.0000000	10.0000000
52QUES	44	9.0227273	1.2102015	5.0000000	10.0000000
52DELTA	44	0.4772727	0.5052578	0	1.0000000
ANPOWER	44	8.2045455	1.5638287	4.0000000	10.0000000
ANAGC	44	6.6553030	1.5132480	2.0000000	9.8333333
ANAGR	44	8.1931818	1.5642746	2.6666667	10.0000000
ANDELTA	44	1.5378788	1.7151339	-3.1666667	4.8333333

-----POSIT1=DIR-----

Variable Label	N	Mean	Std Dev	Minimum	Maximum
47QUES	143	6.8181818	2.2940105	0	10.0000000
47QUES	143	8.4265734	1.6804154	0	10.0000000
47DELTA	143	1.6083916	2.3013620	-6.0000000	9.0000000
48QUES	143	7.9790210	1.6845133	5.0000000	10.0000000
48QUES	143	8.7342657	1.3051957	5.0000000	10.0000000
48DELTA	143	0.7552448	1.6151431	-4.0000000	7.0000000
49QUES	142	7.4507042	1.9985011	1.0000000	10.0000000
49QUES	142	8.5845070	1.3113955	4.0000000	10.0000000
49DELTA	142	1.1338028	1.9686510	-4.0000000	7.0000000
50QUES	143	5.5664336	2.6525551	0	10.0000000
50QUES	143	7.5384615	2.3369935	0	10.0000000
50DELTA	143	1.9720280	2.7165224	-6.0000000	8.0000000
51QUES	143	7.2867133	2.0542720	2.0000000	10.0000000
51QUES	143	8.0349650	2.1767419	0	10.0000000
51DELTA	143	0.7482517	2.1012020	-8.0000000	7.0000000
52QUES	143	8.2867133	1.5456544	3.0000000	10.0000000
52QUES	143	8.9300699	1.5638988	0	10.0000000
52DELTA	143	0.5104895	0.5016470	0	1.0000000
ANPOWER	143	8.2517483	1.7501249	2.0000000	10.0000000
ANAGC	142	7.2323944	1.6679614	3.1666667	10.0000000
ANAGR	142	8.3779343	1.3686107	3.1666667	10.0000000
ANDELTA	142	1.1455399	1.5843575	-4.1666667	5.3333333

MANPOWER MANAGEMENT/HRM ISSUES MEANS AND DELTAS

-----POSIT1=OPS-----

Variable Label	N	Mean	Std Dev	Minimum	Maximum
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47QUES	MNG CIV PER BY REG PROC/CUR	16	5.3750000	3.0956959	1.0000000	10.0000000
47QUES	MNG CIV PER BY REG PROC/REQ	16	7.9375000	2.3228933	1.0000000	10.0000000
47DELTA	DELTA-MANAGING CIV PERSONNEL	16	2.5625000	2.8511694	-2.0000000	7.0000000
48QUES	MNG MIL PER BY REG PROC/CUR	16	7.2500000	2.1756225	3.0000000	10.0000000
48QUES	MNG MIL PER BY REG PROC/REQ	16	8.0625000	1.8062392	4.0000000	10.0000000
48DELTA	DELTA-MANAGING MIL PERSONNEL	16	0.8125000	2.2867371	-5.0000000	5.0000000
49QUES	EVAL MANPWR STAF NEEDS/CUR	16	7.4375000	1.9311050	3.0000000	10.0000000
49QUES	EVAL MANPWR STAF NEEDS/REQ	16	8.5625000	1.2632630	6.0000000	10.0000000
49DELTA	DELTA-EVAL MANPOWER STAFFING NEEDS	16	1.1250000	2.0289570	-2.0000000	6.0000000
50QUES	MANAGE LABOR RELATIONS/CUR	16	4.5000000	3.1411251	0	10.0000000
50QUES	MANAGE LABOR RELATIONS/REQ	16	7.1875000	2.9033027	0	10.0000000
50DELTA	DELTA-MANAGE LABOR RELATIONS	16	2.6875000	2.5223997	-2.0000000	7.0000000
51QUES	MANG MULTI-CULT DIVRSTY/CUR	16	6.7500000	2.1134490	3.0000000	10.0000000
51QUES	MANG MULTI-CULT DIVRSTY/REQ	16	7.3750000	2.5787594	0	10.0000000
51DELTA	DELTA-MANAGE MULTI-CULT DIVERSITY	16	0.6250000	2.9636689	-9.0000000	4.0000000
52QUES	PROM ETHICL PRAC IN OPS/CUR	16	7.6875000	1.7783419	5.0000000	10.0000000
52QUES	PROM ETHICL PRAC IN OPS/REQ	16	8.7500000	1.6931233	5.0000000	10.0000000
52DELTA	DELTA-PROMOTE ETHICAL PRAC IN OPS	16	0.3125000	0.4787136	0	1.0000000
ANPOWER	MANPOWER/HUMAN RES MGMT	16	8.1875000	1.7594980	5.0000000	10.0000000
ANAGC	AGGREGATE--MANPOWER MGMT/HRM ISSUES/C	16	6.5000000	2.0566063	3.5000000	10.0000000
ANAGR	AGGREGATE--MANPOWER MGMT/HRM ISSUES/R	16	7.9791667	1.8795931	3.8333333	10.0000000
ANDELTA	AGGREGATE DELTA-- MANPOWER MGMT/HRM ISSU	16	1.4791667	2.0118860	-2.5000000	5.1666667

-----POSIT1=OTHER-----

Variable Label	N	Mean	Std Dev	Minimum	Maximum
47QUES	95	6.0210526	2.0781485	2.0000000	10.0000000
47QUES	95	7.5578947	2.3279787	0	10.0000000
47DELTA	94	1.5744681	2.9711493	-8.0000000	8.0000000
48QUES	95	7.9368421	1.5215510	4.0000000	10.0000000
48QUES	95	8.3473684	1.9987678	0	10.0000000
48DELTA	94	0.4148936	2.2785091	-8.0000000	5.0000000
49QUES	95	7.2210526	1.8228978	3.0000000	10.0000000
49QUES	95	8.3894737	1.7399849	1.0000000	10.0000000
49DELTA	94	1.1808511	2.4228428	-8.0000000	6.0000000
50QUES	95	4.5578947	2.5794432	0	10.0000000
50QUES	95	6.6421053	2.9460243	0	10.0000000
50DELTA	94	2.1595745	3.5235100	-7.0000000	9.0000000
51QUES	95	7.2842105	1.8830891	3.0000000	10.0000000
51QUES	95	7.8421053	2.0489530	0	10.0000000
51DELTA	94	0.5744681	2.4951108	-9.0000000	6.0000000
52QUES	95	8.4526316	1.4274544	4.0000000	10.0000000
52QUES	95	8.9368421	1.8554722	0	10.0000000
52DELTA	96	0.4375000	0.4986825	0	1.0000000
ANPOWER	96	8.1979167	1.6066951	2.0000000	10.0000000
ANAGC	95	6.9122807	1.3405924	3.0000000	10.0000000
ANAGR	95	7.9526316	1.7908790	1.0000000	10.0000000
ANDELTA	94	1.0656028	2.1227586	-7.6666667	6.1666667

MANPOWER MANAGEMENT/HRM ISSUES MEANS AND DELTAS

-----POSIT1=XO-----

Variable Label	N	Mean	Std Dev	Minimum	Maximum
47QUES	72	6.8888889	1.8881063	2.0000000	10.0000000
47QUES	72	8.3194444	1.3089765	5.0000000	10.0000000
47DELTA	72	1.4305556	2.1677949	-4.0000000	8.0000000
48QUES	72	8.0555556	1.3828822	5.0000000	10.0000000
48QUES	72	8.6944444	1.2060749	5.0000000	10.0000000
48DELTA	72	0.6388889	1.6640825	-5.0000000	4.0000000
49QUES	72	7.3750000	1.7477350	3.0000000	10.0000000
49QUES	72	8.3472222	1.3443646	4.0000000	10.0000000
49DELTA	72	0.9722222	1.9060484	-4.0000000	5.0000000
50QUES	72	5.1805556	2.5025417	0	10.0000000
50QUES	72	7.1805556	2.1580272	0	10.0000000
50DELTA	72	2.0000000	2.5342721	-3.0000000	10.0000000
51QUES	72	7.6527778	1.6286149	3.0000000	10.0000000
51QUES	72	8.3611111	1.5226511	2.0000000	10.0000000

51DELTA	DELTA-MANAGE MULTI-CULT DIVERSITY	72	0.7083333	1.7315425	-4.0000000	6.0000000
52QUES	PROM ETHICL PRAC IN OPS/CUR	72	8.4722222	1.5288053	3.0000000	10.0000000
52QUES	PROM ETHICL PRAC IN OPS/REQ	72	9.1944444	1.2176968	5.0000000	10.0000000
52DELTA	DELTA-PROMOTE ETHICAL PRAC IN OPS	72	0.4583333	0.5017575	0	1.0000000
ANPOWER	MANPOWER/HUMAN RES MGMT	72	8.2500000	1.3609235	4.0000000	10.0000000
ANAGC	AGGREGATE--MANPOWER MGMT/HRM ISSUES/C	72	7.2708333	1.3953975	3.6666667	9.8333333
ANAGR	AGGREGATE--MANPOWER MGMT/HRM ISSUES/R	72	8.3495370	1.1168645	5.0000000	10.0000000
ANDELTA	AGGREGATE DELTA-- MANPOWER MGMT/HRM ISSU	72	1.0787037	1.5257242	-3.8333333	5.1666667

COMMUNICATIONS ISSUES MEANS AND DELTAS

----- POSIT1=C1 -----						
Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C53QUES	WRITING EFFECTIVELY/CUR	8	8.1250000	1.6420806	6.0000000	10.0000000
R53QUES	WRITING EFFECTIVELY/REQ	8	9.6250000	0.5175492	9.0000000	10.0000000
Q53DELTA	DELTA-WRITING EFFECTIVELY	8	1.5000000	1.4142136	0	3.0000000
C54QUES	POS & NEG FEEDBACK/CUR	8	8.0000000	1.0690450	6.0000000	9.0000000
R54QUES	POS & NEG FEEDBACK/REQ	8	9.3750000	0.7440238	8.0000000	10.0000000
Q54DELTA	DELTA-POS & NEG FEEDBACK	8	1.3750000	1.3024702	-1.0000000	3.0000000
C55QUES	DELVR EFF ORAL PRES/CUR	8	7.5000000	1.9272482	4.0000000	9.0000000
R55QUES	DELVR EFF ORAL PRES/REQ	8	8.6250000	1.5059406	6.0000000	10.0000000
Q55DELTA	DELTA-DELVR EFF ORAL PRESENTATION	8	1.1250000	1.3562027	0	4.0000000
C56QUES	LISTENING EFFECTIVELY/CUR	8	7.6250000	1.0606602	5.0000000	8.0000000
R56QUES	LISTENING EFFECTIVELY/REQ	8	9.6250000	0.5175492	9.0000000	10.0000000
Q56DELTA	DELTA-LISTENING EFFECTIVELY	8	2.0000000	1.3093073	1.0000000	5.0000000
C57QUES	BLD WORK & SUPRT RELTN/CUR	8	6.8750000	2.2320714	3.0000000	9.0000000
R57QUES	BLD WORK & SUPRT RELTN/REQ	8	9.3750000	0.7440238	8.0000000	10.0000000
Q57DELTA	DELTA-BUILD WORKING & SUPPORT RELAT	8	2.5000000	2.5071327	0	7.0000000
C58QUES	REP ORGN TO EXTRNL GRP/CUR	8	8.7500000	0.7071068	8.0000000	10.0000000
R58QUES	REP ORGN TO EXTRNL GRP/REQ	8	9.2500000	1.1649647	7.0000000	10.0000000
Q58DELTA	DELTA-REPRESENT ORG TO EXTERNAL GRPS	8	0.5000000	1.1952286	-1.0000000	2.0000000
C59QUES	CLIMATE OF OPEN COMM/CUR	8	7.7500000	0.8864053	6.0000000	9.0000000
R59QUES	CLIMATE OF OPEN COMM/REQ	8	9.3750000	1.0606602	7.0000000	10.0000000
Q59DELTA	DELTA-CLIMATE OF OPEN COMMUNICATIONS	8	1.6250000	1.5979898	-1.0000000	4.0000000
C60QUES	CONDUCT MEETINGS EFF/CUR	8	8.3750000	0.9161254	7.0000000	10.0000000
R60QUES	CONDUCT MEETINGS EFF/REQ	8	9.3750000	0.9161254	8.0000000	10.0000000
Q60DELTA	DELTA-CONDUCT MEETINGS EFFECTIVELY	8	1.0000000	1.1952286	0	3.0000000
COMM	COMMUNICATION	8	9.1250000	0.9910312	7.0000000	10.0000000
COMAGC	AGGREGATE--COMMUNICATIONS/C	8	7.8750000	0.7647362	6.6250000	8.8750000
COMAGR	AGGREGATE--COMMUNICATIONS/R	8	9.3281250	0.6645941	8.0000000	10.0000000
COMDELTA	AGGREGATE DELTA--COMMUNICATIONS	8	1.4531250	1.1532901	-0.1250000	2.7500000

----- POSIT1=C0 -----						
Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C53QUES	WRITING EFFECTIVELY/CUR	97	8.5979381	1.3667159	4.0000000	10.0000000
R53QUES	WRITING EFFECTIVELY/REQ	97	9.1443299	1.0991445	5.0000000	10.0000000
Q53DELTA	DELTA-WRITING EFFECTIVELY	97	0.5463918	1.3151411	-3.0000000	4.0000000
C54QUES	POS & NEG FEEDBACK/CUR	97	8.2989691	1.4660388	4.0000000	10.0000000
R54QUES	POS & NEG FEEDBACK/REQ	97	9.2680412	1.0258682	5.0000000	10.0000000
Q54DELTA	DELTA-POS & NEG FEEDBACK	97	0.9690722	1.2946493	-2.0000000	6.0000000
C55QUES	DELVR EFF ORAL PRES/CUR	97	8.0103093	1.5240765	3.0000000	10.0000000
R55QUES	DELVR EFF ORAL PRES/REQ	97	9.1752577	1.0607614	5.0000000	10.0000000
Q55DELTA	DELTA-DELVR EFF ORAL PRESENTATION	97	1.1649485	1.5790320	-3.0000000	7.0000000
C56QUES	LISTENING EFFECTIVELY/CUR	97	8.2680412	1.5035753	4.0000000	10.0000000
R56QUES	LISTENING EFFECTIVELY/REQ	97	9.4020619	0.9753183	6.0000000	10.0000000
Q56DELTA	DELTA-LISTENING EFFECTIVELY	97	1.1340206	1.3816420	-1.0000000	5.0000000
C57QUES	BLD WORK & SUPRT RELTN/CUR	97	7.9690722	1.4822112	4.0000000	10.0000000
R57QUES	BLD WORK & SUPRT RELTN/REQ	97	8.9793814	1.0799246	5.0000000	10.0000000
Q57DELTA	DELTA-BUILD WORKING & SUPPORT RELAT	97	1.0103093	1.5645476	-3.0000000	6.0000000
C58QUES	REP ORGN TO EXTRNL GRP/CUR	97	8.1340206	1.5453483	4.0000000	10.0000000
R58QUES	REP ORGN TO EXTRNL GRP/REQ	97	8.9278351	1.2437127	3.0000000	10.0000000
Q58DELTA	DELTA-REPRESENT ORG TO EXTERNAL GRPS	97	0.7938144	1.3458125	-2.0000000	5.0000000
C59QUES	CLIMATE OF OPEN COMM/CUR	97	8.8865979	1.2406004	6.0000000	10.0000000
R59QUES	CLIMATE OF OPEN COMM/REQ	97	9.3814433	0.9513510	6.0000000	10.0000000
Q59DELTA	DELTA-CLIMATE OF OPEN COMMUNICATIONS	97	0.4948454	1.0320258	-2.0000000	4.0000000
C60QUES	CONDUCT MEETINGS EFF/CUR	97	8.1134021	1.5198430	4.0000000	10.0000000
R60QUES	CONDUCT MEETINGS EFF/REQ	97	9.1237113	0.9816836	6.0000000	10.0000000

Q60DELTA	DELTA-CONDUCT MEETINGS EFFECTIVELY	97	1.0103093	1.4178538	-3.0000000	6.0000000
COMM	COMMUNICATION	97	8.9381443	1.8530068	1.0000000	10.0000000
COMAGC	AGGREGATE--COMMUNICATIONS/C	97	8.2847938	1.1179965	5.1250000	10.0000000
COMAGR	AGGREGATE--COMMUNICATIONS/R	97	9.1752577	0.8601152	5.8750000	10.0000000
CONDELTA	AGGREGATE DELTA--COMMUNICATIONS	97	0.8904639	1.0372706	-1.2500000	4.7500000

COMMUNICATIONS ISSUES MEANS AND DELTAS

POSIT1=DH

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C53QUES	WRITING EFFECTIVELY/CUR	44	8.3409091	1.2378372	5.0000000	10.0000000
R53QUES	WRITING EFFECTIVELY/REQ	44	9.0681818	1.3011216	5.0000000	10.0000000
Q53DELTA	DELTA-WRITING EFFECTIVELY	44	0.7272727	1.6616556	-5.0000000	4.0000000
C54QUES	POS & NEG FEEDBACK/CUR	44	7.7954545	1.6222228	3.0000000	10.0000000
R54QUES	POS & NEG FEEDBACK/REQ	44	9.0909091	1.1374836	5.0000000	10.0000000
Q54DELTA	DELTA-POS & NEG FEEDBACK	44	1.2954545	2.0182832	-5.0000000	7.0000000
C55QUES	DELVR EFF ORAL PRES/CUR	44	8.0000000	1.5551864	3.0000000	10.0000000
R55QUES	DELVR EFF ORAL PRES/REQ	44	9.1590909	1.0771017	5.0000000	10.0000000
Q55DELTA	DELTA-DELV EFF ORAL PRESENTATION	44	1.1590909	1.6836171	-4.0000000	7.0000000
C56QUES	LISTENING EFFECTIVELY/CUR	44	8.2045455	1.8373331	1.0000000	10.0000000
R56QUES	LISTENING EFFECTIVELY/REQ	44	9.2954545	0.9296047	6.0000000	10.0000000
Q56DELTA	DELTA-LISTENING EFFECTIVELY	44	1.0909091	1.9978847	-2.0000000	9.0000000
C57QUES	BLD WORK & SUPRT RELTN/CUR	44	7.5909091	2.1708232	1.0000000	10.0000000
R57QUES	BLD WORK & SUPRT RELTN/REQ	44	8.7272727	1.3701746	5.0000000	10.0000000
Q57DELTA	DELTA-BUILD WORKING & SUPPORT RELAT	44	1.1363636	2.2473851	-4.0000000	7.0000000
C58QUES	REP ORGN TO EXTRNL GRP/CUR	44	7.3863636	2.4132956	1.0000000	10.0000000
R58QUES	REP ORGN TO EXTRNL GRP/REQ	44	8.3636364	2.1790857	0	10.0000000
Q58DELTA	DELTA-REPRESENT ORG TO EXTERNAL GRPS	44	0.9772727	2.3673028	-4.0000000	7.0000000
C59QUES	CLIMATE OF OPEN COMM/CUR	44	8.4090909	1.4194362	5.0000000	10.0000000
R59QUES	CLIMATE OF OPEN COMM/REQ	44	9.2272727	1.0535353	5.0000000	10.0000000
Q59DELTA	DELTA-CLIMATE OF OPEN COMMUNICATIONS	44	0.8181818	1.6033791	-4.0000000	5.0000000
C60QUES	CONDUCT MEETINGS EFF/CUR	44	8.0227273	1.3891379	4.0000000	10.0000000
R60QUES	CONDUCT MEETINGS EFF/REQ	44	9.1363636	1.0474978	6.0000000	10.0000000
Q60DELTA	DELTA-CONDUCT MEETINGS EFFECTIVELY	44	1.1136364	1.5584117	-3.0000000	5.0000000
COMM	COMMUNICATION	44	8.9318182	1.3876151	5.0000000	10.0000000
COMAGC	AGGREGATE--COMMUNICATIONS/C	44	7.9687500	1.3149202	4.7500000	10.0000000
COMAGR	AGGREGATE--COMMUNICATIONS/R	44	9.0085227	1.0030469	5.2500000	10.0000000
CONDELTA	AGGREGATE DELTA--COMMUNICATIONS	44	1.0397727	1.4494317	-3.7500000	4.1250000

POSIT1=DIR

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C53QUES	WRITING EFFECTIVELY/CUR	143	8.4335464	1.3868570	3.0000000	10.0000000
R53QUES	WRITING EFFECTIVELY/REQ	143	9.3076923	0.9585109	5.0000000	10.0000000
Q53DELTA	DELTA-WRITING EFFECTIVELY	143	0.8741259	1.3419931	-3.0000000	7.0000000
C54QUES	POS & NEG FEEDBACK/CUR	143	8.2867133	1.3922440	4.0000000	10.0000000
R54QUES	POS & NEG FEEDBACK/REQ	143	9.1048951	1.2317015	0	10.0000000
Q54DELTA	DELTA-POS & NEG FEEDBACK	143	0.8181818	1.5950468	-10.0000000	5.0000000
C55QUES	DELVR EFF ORAL PRES/CUR	143	8.2027972	1.4070218	4.0000000	10.0000000
R55QUES	DELVR EFF ORAL PRES/REQ	143	9.0839161	1.0973496	4.0000000	10.0000000
Q55DELTA	DELTA-DELV EFF ORAL PRESENTATION	143	0.8811189	1.5943983	-3.0000000	6.0000000
C56QUES	LISTENING EFFECTIVELY/CUR	143	8.3496503	1.5621344	3.0000000	10.0000000
R56QUES	LISTENING EFFECTIVELY/REQ	143	9.3146853	0.8992922	7.0000000	10.0000000
Q56DELTA	DELTA-LISTENING EFFECTIVELY	143	0.9650350	1.6290176	-3.0000000	7.0000000
C57QUES	BLD WORK & SUPRT RELTN/CUR	142	7.5563380	1.8585614	3.0000000	10.0000000
R57QUES	BLD WORK & SUPRT RELTN/REQ	142	8.6549296	1.5530605	2.0000000	10.0000000
Q57DELTA	DELTA-BUILD WORKING & SUPPORT RELAT	142	1.0985915	1.9653374	-4.0000000	6.0000000
C58QUES	REP ORGN TO EXTRNL GRP/CUR	143	7.6993007	1.9174329	2.0000000	10.0000000
R58QUES	REP ORGN TO EXTRNL GRP/REQ	143	8.5244755	1.6480128	3.0000000	10.0000000
Q58DELTA	DELTA-REPRESENT ORG TO EXTERNAL GRPS	143	0.8251748	1.8435830	-5.0000000	6.0000000
C59QUES	CLIMATE OF OPEN COMM/CUR	143	8.4895105	1.2696035	5.0000000	10.0000000
R59QUES	CLIMATE OF OPEN COMM/REQ	143	9.1118881	1.0421058	5.0000000	10.0000000
Q59DELTA	DELTA-CLIMATE OF OPEN COMMUNICATIONS	143	0.6223776	1.1371090	-2.0000000	3.0000000
C60QUES	CONDUCT MEETINGS EFF/CUR	142	8.1056338	1.4227520	5.0000000	10.0000000
R60QUES	CONDUCT MEETINGS EFF/REQ	143	8.9860140	1.1382344	4.0000000	10.0000000
Q60DELTA	DELTA-CONDUCT MEETINGS EFFECTIVELY	142	0.8802817	1.4463571	-4.0000000	5.0000000
COMM	COMMUNICATION	143	8.5944056	2.1804284	1.0000000	10.0000000
COMAGC	AGGREGATE--COMMUNICATIONS/C	141	8.1542553	1.1593600	5.2500000	10.0000000

CONAGR	AGGREGATE--COMMUNICATIONS/R	142	9.0123239	0.9504933	5.6250000	10.0000000
CONDELTA	AGGREGATE DELTA--COMMUNICATIONS	141	0.8546099	1.1509530	-2.0000000	3.3750000

COMMUNICATIONS ISSUES MEANS AND DELTAS

POSIT1=OPS

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C53QUES	WRITING EFFECTIVELY/CUR	16	8.3125000	1.3524669	5.0000000	10.0000000
R53QUES	WRITING EFFECTIVELY/REQ	16	9.1875000	0.8341663	8.0000000	10.0000000
Q53DELTA	DELTA-WRITING EFFECTIVELY	16	0.8750000	1.3102163	0	5.0000000
C54QUES	POS & NEG FEEDBACK/CUR	16	8.4375000	1.2632630	6.0000000	10.0000000
R54QUES	POS & NEG FEEDBACK/REQ	16	9.1875000	0.8341663	8.0000000	10.0000000
Q54DELTA	DELTA-POS & NEG FEEDBACK	16	0.7500000	1.0000000	-1.0000000	2.0000000
C55QUES	DELVR EFF ORAL PRES/CUR	16	7.9375000	1.3889444	5.0000000	10.0000000
R55QUES	DELVR EFF ORAL PRES/REQ	16	8.7500000	1.0645813	6.0000000	10.0000000
Q55DELTA	DELTA-DELVR EFF ORAL PRESENTATION	16	0.8125000	0.9810708	-1.0000000	2.0000000
C56QUES	LISTENING EFFECTIVELY/CUR	16	8.2500000	1.5705625	6.0000000	10.0000000
R56QUES	LISTENING EFFECTIVELY/REQ	16	9.1875000	1.7969882	3.0000000	10.0000000
Q56DELTA	DELTA-LISTENING EFFECTIVELY	16	0.9375000	2.1437895	-4.0000000	4.0000000
C57QUES	BLD WORK & SUPRT RELTN/CUR	16	8.0000000	1.4605935	5.0000000	10.0000000
R57QUES	BLD WORK & SUPRT RELTN/REQ	16	9.0625000	0.9287088	8.0000000	10.0000000
Q57DELTA	DELTA-BUILD WORKING & SUPPORT RELAT	16	1.0625000	1.1814539	-1.0000000	3.0000000
C58QUES	REP ORGN TO EXTRNL GRP/CUR	16	7.3125000	2.1515498	4.0000000	10.0000000
R58QUES	REP ORGN TO EXTRNL GRP/REQ	16	8.2500000	1.9148542	4.0000000	10.0000000
Q58DELTA	DELTA-REPRESENT ORG TO EXTERNAL GRPS	16	0.9375000	1.5692355	-1.0000000	4.0000000
C59QUES	CLIMATE OF OPEN COMM/CUR	16	8.3125000	1.4476993	5.0000000	10.0000000
R59QUES	CLIMATE OF OPEN COMM/REQ	16	9.0625000	1.4818344	5.0000000	10.0000000
Q59DELTA	DELTA-CLIMATE OF OPEN COMMUNICATIONS	16	0.7500000	0.9309493	0	2.0000000
C60QUES	CONDUCT MEETINGS EFF/CUR	16	7.5625000	1.3647344	4.0000000	10.0000000
R60QUES	CONDUCT MEETINGS EFF/REQ	16	8.0625000	1.9482898	3.0000000	10.0000000
Q60DELTA	DELTA-CONDUCT MEETINGS EFFECTIVELY	16	0.5000000	1.3165612	-3.0000000	2.0000000
COMM	COMMUNICATION	16	8.7500000	1.8797163	3.0000000	10.0000000
CONAGC	AGGREGATE--COMMUNICATIONS/C	16	8.0156250	1.0437063	6.3750000	10.0000000
CONAGR	AGGREGATE--COMMUNICATIONS/R	16	8.8437500	1.0892467	5.8750000	10.0000000
CONDELTA	AGGREGATE DELTA--COMMUNICATIONS	16	0.8281250	0.9000868	-0.7500000	3.0000000

POSIT1=OTHER

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C53QUES	WRITING EFFECTIVELY/CUR	95	8.5368421	1.2531707	4.0000000	10.0000000
R53QUES	WRITING EFFECTIVELY/REQ	95	9.2000000	0.9957356	5.0000000	10.0000000
Q53DELTA	DELTA-WRITING EFFECTIVELY	94	0.6702128	1.4546056	-3.0000000	5.0000000
C54QUES	POS & NEG FEEDBACK/CUR	95	8.1368421	1.2932766	5.0000000	10.0000000
R54QUES	POS & NEG FEEDBACK/REQ	95	9.0631579	1.1467858	5.0000000	10.0000000
Q54DELTA	DELTA-POS & NEG FEEDBACK	94	0.9361702	1.6383083	-3.0000000	5.0000000
C55QUES	DELVR EFF ORAL PRES/CUR	95	8.0000000	1.4731642	4.0000000	10.0000000
R55QUES	DELVR EFF ORAL PRES/REQ	95	9.0000000	1.1108747	5.0000000	10.0000000
Q55DELTA	DELTA-DELVR EFF ORAL PRESENTATION	94	1.0106383	1.5691562	-2.0000000	6.0000000
C56QUES	LISTENING EFFECTIVELY/CUR	95	8.3789474	1.3541029	5.0000000	10.0000000
R56QUES	LISTENING EFFECTIVELY/REQ	95	9.3157895	0.9369843	5.0000000	10.0000000
Q56DELTA	DELTA-LISTENING EFFECTIVELY	94	0.9468085	1.4837255	-2.0000000	5.0000000
C57QUES	BLD WORK & SUPRT RELTN/CUR	95	7.5789474	2.0451237	0	10.0000000
R57QUES	BLD WORK & SUPRT RELTN/REQ	95	8.8105263	1.4164290	0	10.0000000
Q57DELTA	DELTA-BUILD WORKING & SUPPORT RELAT	94	1.2446809	1.6440585	-2.0000000	9.0000000
C58QUES	REP ORGN TO EXTRNL GRP/CUR	95	7.6631579	1.8137215	1.0000000	10.0000000
R58QUES	REP ORGN TO EXTRNL GRP/REQ	95	8.5263158	1.5077255	0	10.0000000
Q58DELTA	DELTA-REPRESENT ORG TO EXTERNAL GRPS	94	0.8723404	1.7733635	-6.0000000	6.0000000
C59QUES	CLIMATE OF OPEN COMM/CUR	95	8.6105263	1.3706245	3.0000000	10.0000000
R59QUES	CLIMATE OF OPEN COMM/REQ	95	9.2842105	0.9186387	6.0000000	10.0000000
Q59DELTA	DELTA-CLIMATE OF OPEN COMMUNICATIONS	94	0.6808511	1.2288010	-2.0000000	4.0000000
C60QUES	CONDUCT MEETINGS EFF/CUR	95	8.0842105	1.3421415	4.0000000	10.0000000
R60QUES	CONDUCT MEETINGS EFF/REQ	95	9.0105263	1.2504870	2.0000000	10.0000000
Q60DELTA	DELTA-CONDUCT MEETINGS EFFECTIVELY	94	0.9361702	1.6184986	-7.0000000	5.0000000
COMM	COMMUNICATION	96	8.8854167	1.6343020	3.0000000	10.0000000
CONAGC	AGGREGATE--COMMUNICATIONS/C	95	8.1236842	1.1470207	4.7500000	10.0000000
CONAGR	AGGREGATE--COMMUNICATIONS/R	95	9.0263158	0.8416705	6.2500000	10.0000000
CONDELTA	AGGREGATE DELTA--COMMUNICATIONS	94	0.9122340	1.1782969	-1.8750000	5.0000000

COMMUNICATIONS ISSUES MEANS AND DELTAS

----- POSITI=XO -----

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C53QUES	WRITING EFFECTIVELY/CUR	72	8.4027778	1.2633481	5.0000000	10.0000000
R53QUES	WRITING EFFECTIVELY/REQ	72	9.2777778	0.9072823	7.0000000	10.0000000
Q53DELTA	DELTA-WRITING EFFECTIVELY	72	0.8750000	1.2993769	-2.0000000	4.0000000
C54QUES	POS & NEG FEEDBACK/CUR	72	8.2361111	1.3053849	5.0000000	10.0000000
R54QUES	POS & NEG FEEDBACK/REQ	72	9.3750000	0.8464923	7.0000000	10.0000000
Q54DELTA	DELTA-POS & NEG FEEDBACK	72	1.1388889	1.2368241	-2.0000000	4.0000000
C55QUES	DELVR EFF ORAL PRES/CUR	72	7.9722222	1.5741953	3.0000000	10.0000000
R55QUES	DELVR EFF ORAL PRES/REQ	72	9.1111111	1.0421478	7.0000000	10.0000000
Q55DELTA	DELTA-DELV EFF ORAL PRESENTATION	72	1.1388889	1.8637049	-2.0000000	7.0000000
C56QUES	LISTENING EFFECTIVELY/CUR	72	8.1805556	1.3356055	5.0000000	10.0000000
R56QUES	LISTENING EFFECTIVELY/REQ	72	9.4722222	0.8553431	7.0000000	10.0000000
Q56DELTA	DELTA-LISTENING EFFECTIVELY	72	1.2916667	1.5146003	-2.0000000	5.0000000
C57QUES	BLD WORK & SUPRT RELTN/CUR	72	7.3750000	1.7796779	0	10.0000000
R57QUES	BLD WORK & SUPRT RELTN/REQ	72	8.8194444	1.2140769	5.0000000	10.0000000
Q57DELTA	DELTA-BUILD WORKING & SUPPORT RELAT	72	1.4444444	1.7911275	-3.0000000	5.0000000
C58QUES	REP ORGN TO EXTRNL GRP/CUR	72	7.3194444	2.0680425	0	10.0000000
R58QUES	REP ORGN TO EXTRNL GRP/REQ	72	8.5694444	1.6769052	0	10.0000000
Q58DELTA	DELTA-REPRESENT ORG TO EXTERNAL GRPS	72	1.2500000	1.9482748	-3.0000000	8.0000000
C59QUES	CLIMATE OF OPEN COMM/CUR	72	8.6527778	1.3125582	4.0000000	10.0000000
R59QUES	CLIMATE OF OPEN COMM/REQ	72	9.5000000	0.7872219	7.0000000	10.0000000
Q59DELTA	DELTA-CLIMATE OF OPEN COMMUNICATIONS	72	0.8472222	1.3391160	-2.0000000	5.0000000
C60QUES	CONDUCT MEETINGS EFF/CUR	72	8.1388889	1.4661010	4.0000000	10.0000000
R60QUES	CONDUCT MEETINGS EFF/REQ	72	9.2777778	0.8916233	7.0000000	10.0000000
Q60DELTA	DELTA-CONDUCT MEETINGS EFFECTIVELY	72	1.1388889	1.5592121	-3.0000000	5.0000000
COMM	COMMUNICATION	72	8.8472222	1.5713968	3.0000000	10.0000000
COMAGC	AGGREGATE--COMMUNICATIONS/C	72	8.0347222	1.1016198	5.0000000	9.7500000
COMAGR	AGGREGATE--COMMUNICATIONS/R	72	9.1753472	0.7860076	6.7500000	10.0000000
COMDELTA	AGGREGATE DELTA--COMMUNICATIONS	72	1.1406250	1.1945330	-1.7500000	4.5000000

FINANCIAL MANAGEMENT MEANS AND DELTAS

----- NONCHO1=CO/XO -----

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C1QUES	INTERP FINAN STATEMNTS/CUR	245	5.8571429	2.3850628	0	10.0000000
R1QUES	INTERP FINAN STATEMNTS/REQ	245	7.4244898	1.7200041	0	10.0000000
Q1DELTA	DELTA-INTERP FINAN STATEMNTS	244	1.5450820	2.3381820	-5.0000000	8.0000000
C2QUES	RECOG FUNDNG SOURCES/CUR	246	6.4715447	2.4588871	0	10.0000000
R2QUES	RECOG FUNDNG SOURCES/REQ	246	8.0447154	1.6244410	0	10.0000000
Q2DELTA	DELTA-RECOG FUNDNG SOURCES	246	1.5731707	2.4245201	-5.0000000	10.0000000
C3QUES	EVAL OPER & CAP BUDGETS/CUR	246	6.2439024	2.5293105	0	10.0000000
R3QUES	EVAL OPER & CAP BUDGETS/REQ	246	7.6341463	1.9702617	0	10.0000000
Q3DELTA	DELTA-EVAL OPER & CAP BUDGETS	246	1.3902439	2.5718544	-6.0000000	10.0000000
C4QUES	RES NGMT ADV & DRMBK/CUR	243	5.3045267	2.7986604	0	10.0000000
R4QUES	RES NGMT ADV & DRMBK/REQ	242	7.1735537	2.8566809	0	10.0000000
Q4DELTA	DELTA-RESOURCE NGMT ADV & DRAWBACKS	242	1.8677686	2.6619874	-7.0000000	10.0000000
C5QUES	MAX BEN FROM REIMBR/CUR	240	4.7125000	3.0867259	0	10.0000000
R5QUES	MAX BEN FROM REIMBR/REQ	239	6.3347280	3.0336577	0	10.0000000
Q5DELTA	DELTA-MAX BEN FROM REIMBR	239	1.6108787	2.9008922	-8.0000000	10.0000000
C6QUES	WORK U/PROCUREMENT SYS/CUR	246	5.0569106	2.5243332	0	10.0000000
R6QUES	WORK U/PROCUREMENT SYS/REQ	246	6.5894309	2.1319078	0	10.0000000
Q6DELTA	DELTA-WORK U/PROCUREMENT SYSTEM	246	1.5325203	2.7054290	-7.0000000	10.0000000
C7QUES	COST-BENFT ANAL TECH/CUR	246	5.9796748	2.6255405	0	10.0000000
R7QUES	COST-BENFT ANAL TECH/REQ	246	7.2967480	2.2272316	0	10.0000000
Q7DELTA	DELTA-COST/BENEFIT ANAL TECH	246	1.3170732	2.6582703	-9.0000000	10.0000000
FINNGMT	FINANCIAL/RESOURCE NGMT	246	7.8495935	1.6356175	3.0000000	10.0000000
FINAGC	AGGREGATE--FINANCIAL/C	239	5.6927675	2.1989961	0.1428571	10.0000000
FINAGR	AGGREGATE--FINANCIAL/R	239	7.2175732	1.7750733	0	10.0000000
FINDELTA	AGGREGATE DELTA--FINANCIAL	238	1.5228091	2.1858739	-5.5714286	9.5714286

----- NONCHO1=NO_CO/XO -----

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
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C1QUES	INTERP FINAN STATEMNTS/CUR	229	4.7248908	2.4527715	0	10.0000000
R1QUES	INTERP FINAN STATEMNTS/REQ	229	7.3537118	1.9649889	0	10.0000000
Q1DELTA	DELTA-INTERP FINAN STATEMNTS	228	2.6271930	2.5836758	-4.0000000	8.0000000
C2QUES	RECOG FUNDNG SOURCES/CUR	229	4.9301310	2.5121478	0	10.0000000
R2QUES	RECOG FUNDNG SOURCES/REQ	229	7.8340611	1.8205628	0	10.0000000
Q2DELTA	DELTA-RECOG FUNDING SOURCES	228	2.9035088	2.6213938	-3.0000000	9.0000000
C3QUES	EVAL OPER & CAP BUDGETS/CUR	229	4.6812227	2.5664239	0	10.0000000
R3QUES	EVAL OPER & CAP BUDGETS/REQ	228	7.5087719	2.1598891	0	10.0000000
Q3DELTA	DELTA-EVAL OPER & CAP BUDGETS	227	2.8017621	2.6641501	-4.0000000	9.0000000
C4QUES	RES MGMT ADV & DRWBK/CUR	229	4.8296943	2.4191833	0	10.0000000
R4QUES	RES MGMT ADV & DRWBK/REQ	229	7.5065502	2.3742406	0	10.0000000
Q4DELTA	DELTA-RESOURCE MGMT ADV & DRAWBACKS	228	2.6754386	2.7058286	-10.0000000	10.0000000
C5QUES	MAX BEN FROM REIMBR/CUR	229	4.1135371	2.7585974	0	10.0000000
R5QUES	MAX BEN FROM REIMBR/REQ	229	6.8733624	2.9059282	0	10.0000000
Q5DELTA	DELTA-MAX BEN FROM REIMBR	228	2.7543860	3.0619489	-10.0000000	10.0000000
C6QUES	WORK W/PROCUREMENT SYS/CUR	228	4.0394737	2.5314278	0	10.0000000
R6QUES	WORK W/PROCUREMENT SYS/REQ	229	6.8122271	2.4323530	0	10.0000000
Q6DELTA	DELTA-WORK W/PROCUREMENT SYSTEM	227	2.7973568	2.8569729	-4.0000000	9.0000000
C7QUES	COST-BENFT ANAL TECH/CUR	229	5.0611354	2.6648657	0	10.0000000
R7QUES	COST-BENFT ANAL TECH/REQ	229	7.4716157	2.2272884	0	10.0000000
Q7DELTA	DELTA-COST/BENEFIT ANAL TECH	228	2.4298246	2.6531315	-5.0000000	10.0000000
FINMGMT	FINANCIAL/RESOURCE MGMT	230	8.0173913	1.7730767	1.0000000	10.0000000
FINAGC	AGGREGATE--FINANCIAL/C	228	4.6240602	2.1334817	0.2857143	9.7142857
FINAGR	AGGREGATE--FINANCIAL/R	228	7.3439850	1.8531706	0	10.0000000
FINDELTA	AGGREGATE DELTA--FINANCIAL	226	2.7104930	2.3296149	-3.2857143	8.2857143

PROGRAM PLANNING AND EVALUATION MEANS AND DELTAS

NONCHO1=CO/XO

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C8QUES	MANGNG PLANNING PROCS/CUR	246	5.8943089	2.3829771	0	10.0000000
R8QUES	MANGNG PLANNING PROCS/REQ	246	7.5894309	1.8555295	0	10.0000000
Q8DELTA	DELTA-MANAGING PLANNING PROCS	246	1.6951220	2.3352963	-5.0000000	8.0000000
C9QUES	METHDS EVAL PROGRAMS/CUR	246	6.4105691	2.1414591	0	10.0000000
R9QUES	METHDS EVAL PROGRAMS/REQ	246	7.8211382	1.6314887	3.0000000	10.0000000
Q9DELTA	DELTA-METHDS EVAL PROGRAMS	246	1.4105691	2.1509680	-6.0000000	7.0000000
C10QUES	EVAL & APPL MARKET ANAL/CUR	246	5.6422764	2.3513091	0	10.0000000
R10QUES	EVAL & APPL MARKET ANAL/REQ	245	7.4734694	1.9638929	0	10.0000000
Q10DELTA	DELTA-EVAL & APPL MARKET ANALYSIS	245	1.8244898	2.2881135	-4.0000000	10.0000000
C11QUES	EMP IMPROV PRIM & MTHD/CUR	246	7.3861789	1.7616238	1.0000000	10.0000000
R11QUES	EMP IMPROV PRIM & MTHD/REQ	246	8.5934959	1.4946839	3.0000000	10.0000000
Q11DELTA	DELTA-EMP IMPROV PRIM & MTHD	246	1.2073171	1.9508521	-6.0000000	7.0000000
C12QUES	DEPT & FUNC MIL FAC/CUR	244	7.8319672	2.1641587	0	10.0000000
R12QUES	DEPT & FUNC MIL FAC/REQ	244	8.3278689	2.0038754	0	10.0000000
Q12DELTA	DELTA-DEPT & FUNC MIL FAC	244	0.4959016	1.8801496	-7.0000000	10.0000000
PROGRAM	PROGRAM PLANNING & EVAL	246	7.7723577	1.5534715	2.0000000	10.0000000
PPEAGC	AGGREGATE--PROGRAM PLAN & EVAL/C	244	6.6467213	1.8031378	1.4000000	10.0000000
PPEAGR	AGGREGATE--PROGRAM PLAN & EVAL/R	243	7.9794239	1.4171574	3.4000000	10.0000000
PPDELTA	AGGREGATE DELTA--PROGRAM PLAN & EVAL	243	1.3374486	1.7670179	-4.8000000	6.0000000

NONCHO1=NO_CO/XO

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C8QUES	MANGNG PLANNING PROCS/CUR	229	5.2707424	2.5089436	0	10.0000000
R8QUES	MANGNG PLANNING PROCS/REQ	229	7.7248908	1.8983697	0	10.0000000
Q8DELTA	DELTA-MANAGING PLANNING PROCS	228	2.4912281	2.3680904	-4.0000000	9.0000000
C9QUES	METHDS EVAL PROGRAMS/CUR	229	5.6157205	2.3971688	0	10.0000000
R9QUES	METHDS EVAL PROGRAMS/REQ	229	7.9213974	1.6866155	0	10.0000000
Q9DELTA	DELTA-METHDS EVAL PROGRAMS	228	2.3421053	2.2185797	-4.0000000	9.0000000
C10QUES	EVAL & APPL MARKET ANAL/CUR	229	4.8733624	2.6567751	0	10.0000000
R10QUES	EVAL & APPL MARKET ANAL/REQ	228	7.4824561	2.0272698	0	10.0000000
Q10DELTA	DELTA-EVAL & APPL MARKET ANALYSIS	227	2.6211454	2.6419175	-6.0000000	9.0000000
C11QUES	EMP IMPROV PRIM & MTHD/CUR	229	7.0218341	2.0097251	1.0000000	10.0000000
R11QUES	EMP IMPROV PRIM & MTHD/REQ	229	8.4017467	1.5146062	2.0000000	10.0000000
Q11DELTA	DELTA-EMP IMPROV PRIM & MTHD	228	1.4122807	1.8740585	-5.0000000	9.0000000
C12QUES	DEPT & FUNC MIL FAC/CUR	228	7.3070175	2.0888932	1.0000000	10.0000000
R12QUES	DEPT & FUNC MIL FAC/REQ	229	8.4934498	1.6157669	0	10.0000000
Q12DELTA	DELTA-DEPT & FUNC MIL FAC	227	1.2114537	2.0218390	-10.0000000	7.0000000

PROGRAM	PROGRAM PLANNING & EVAL	230	8.0478261	1.5476054	2.0000000	10.0000000
PPEAGC	AGGREGATE--PROGRAM PLAN & EVAL/C	228	6.0131579	1.9801666	1.0000000	10.0000000
PPEAGR	AGGREGATE--PROGRAM PLAN & EVAL/R	228	8.0035088	1.4627191	1.0000000	10.0000000
PPDELTA	AGGREGATE DELTA--PROGRAM PLAN & EVAL	226	2.0079646	1.8591583	-4.4000000	7.4000000

 DECISION MAKING MEANS AND DELTAS

NONCHO1=CO/XO

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C13QUES	ASSESS AVAIL INFO/CUR	246	7.8943089	1.5296419	2.0000000	10.0000000
R13QUES	ASSESS AVAIL INFO/REQ	246	8.7642276	1.2846427	4.0000000	10.0000000
Q13DELTA	DELTA-ASSESS AVAIL INFO	246	0.8699187	1.5568662	-5.0000000	7.0000000
C14QUES	INCLD OTHR DECSN MAKNG/CUR	245	8.2448980	1.5672181	1.0000000	10.0000000
R14QUES	INCLD OTHR DECSN MAKNG/REQ	245	8.7306122	1.4145329	0	10.0000000
Q14DELTA	DELTA-INCL OTHER DECSN MAKING	245	0.4857143	1.4360693	-8.0000000	6.0000000
C15QUES	DECISN MAKNG TECH/CUR	246	7.7154472	1.6513214	3.0000000	10.0000000
R15QUES	DECISN MAKNG TECH/REQ	246	8.5528455	1.3321963	3.0000000	10.0000000
Q15DELTA	DELTA-DECISN MAKING TECHNIQUES	246	0.8373984	1.6456448	-5.0000000	7.0000000
C16QUES	USE MGMT INFO SYS TECH/CUR	245	5.8285714	2.2147050	0	10.0000000
R16QUES	USE MGMT INFO SYS TECH/REQ	244	7.8442623	1.7333357	1.0000000	10.0000000
Q16DELTA	DELTA-USE MGMT INFOR SYSTEM TECH	244	2.0000000	2.1848713	-3.0000000	8.0000000
C17QUES	STAT TOOLS IN DECISIONS/CUR	246	5.6463415	2.2877060	0	10.0000000
R17QUES	STAT TOOLS IN DECISIONS/REQ	246	7.1504065	2.0055382	0	10.0000000
Q17DELTA	DELTA-STAT TOOLS IN DECISION MAKING	246	1.5040650	2.3048272	-5.0000000	9.0000000
C18QUES	STRNG WEAKNS STAT TECH/CUR	246	5.4878049	2.4339968	0	10.0000000
R18QUES	STRNG WEAKNS STAT TECH/REQ	245	7.1591837	2.0929153	0	10.0000000
Q18DELTA	DELTA-STRENGTHS & WEAK OF STAT TECHS	245	1.6612245	2.4131484	-7.0000000	9.0000000
C19QUES	HOW INFO SYS DESIGNED/CUR	246	5.3983740	2.3008067	0	10.0000000
R19QUES	HOW INFO SYS DESIGNED/REQ	246	6.8699187	1.9164565	0	10.0000000
Q19DELTA	DELTA-HOW INFO SYSTEMS ARE DESIGNED	246	1.4715447	2.2235298	-7.0000000	8.0000000
C20QUES	ANALYZE RISK & ALT/CUR	246	7.4634146	1.8173436	2.0000000	10.0000000
R20QUES	ANALYZE RISK & ALT/REQ	246	8.4268293	1.2716419	5.0000000	10.0000000
Q20DELTA	DELTA-ANALYZE RISKS & ALTERNATIVES	246	0.9634146	1.6371587	-5.0000000	6.0000000
DECISION	DECISION MAKING/PROBLN SOLV	246	8.3699187	1.5001189	3.0000000	10.0000000
DECAGC	AGGREGATE--DEC MAKING/PROBLEM SOLV/C	244	6.7156762	1.5703374	2.0000000	10.0000000
DECAGR	AGGREGATE--DEC MAKING/PROBLEM SOLV/R	243	7.9403292	1.2342663	3.6250000	10.0000000
DECDLTA	AGGREGATE DELTA--DEC MAKING/PROB SOLV	243	1.2222222	1.5548262	-5.1250000	5.8750000

 NONCHO1=NO_CO/XO

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C13QUES	ASSESS AVAIL INFO/CUR	229	7.5283843	1.7409736	2.0000000	10.0000000
R13QUES	ASSESS AVAIL INFO/REQ	229	8.8253275	1.0902541	5.0000000	10.0000000
Q13DELTA	DELTA-ASSESS AVAIL INFO	228	1.3114035	1.6215650	-5.0000000	7.0000000
C14QUES	INCLD OTHR DECSN MAKNG/CUR	229	7.9606987	1.4699419	3.0000000	10.0000000
R14QUES	INCLD OTHR DECSN MAKNG/REQ	229	8.7336245	1.1860873	5.0000000	10.0000000
Q14DELTA	DELTA-INCL OTHER DECSN MAKING	228	0.7850877	1.4639114	-4.0000000	7.0000000
C15QUES	DECISN MAKNG TECH/CUR	228	7.5438596	1.7058611	3.0000000	10.0000000
R15QUES	DECISN MAKNG TECH/REQ	228	8.6140351	1.2938947	4.0000000	10.0000000
Q15DELTA	DELTA-DECISN MAKING TECHNIQUES	227	1.0837004	1.6094435	-4.0000000	6.0000000
C16QUES	USE MGMT INFO SYS TECH/CUR	229	5.2707424	2.4145157	0	10.0000000
R16QUES	USE MGMT INFO SYS TECH/REQ	229	7.9126638	1.6333333	1.0000000	10.0000000
Q16DELTA	DELTA-USE MGMT INFOR SYSTEM TECH	228	2.6666667	2.4229689	-4.0000000	10.0000000
C17QUES	STAT TOOLS IN DECISIONS/CUR	229	5.2445415	2.5307804	0	10.0000000
R17QUES	STAT TOOLS IN DECISIONS/REQ	227	7.1497797	1.9765299	0	10.0000000
Q17DELTA	DELTA-STAT TOOLS IN DECISION MAKING	226	1.9026549	2.6431113	-5.0000000	10.0000000
C18QUES	STRNG WEAKNS STAT TECH/CUR	229	4.9344978	2.6073592	0	10.0000000
R18QUES	STRNG WEAKNS STAT TECH/REQ	229	7.2663755	2.0676615	0	10.0000000
Q18DELTA	DELTA-STRENGTHS & WEAK OF STAT TECHS	228	2.3508772	2.7057858	-10.0000000	10.0000000
C19QUES	HOW INFO SYS DESIGNED/CUR	228	4.7675439	2.4911118	0	10.0000000
R19QUES	HOW INFO SYS DESIGNED/REQ	229	7.1135371	1.9989559	1.0000000	10.0000000
Q19DELTA	DELTA-HOW INFO SYSTEMS ARE DESIGNED	227	2.3656388	2.5647819	-5.0000000	9.0000000
C20QUES	ANALYZE RISK & ALT/CUR	228	6.6929825	2.2197638	0	10.0000000
R20QUES	ANALYZE RISK & ALT/REQ	229	8.3886463	1.5423986	3.0000000	10.0000000
Q20DELTA	DELTA-ANALYZE RISKS & ALTERNATIVES	227	1.7136564	2.1123192	-5.0000000	8.0000000
DECISION	DECISION MAKING/PROBLN SOLV	230	8.2478261	1.8489628	1.0000000	10.0000000
DECAGC	AGGREGATE--DEC MAKING/PROBLEM SOLV/C	227	6.2411894	1.7142136	1.8750000	10.0000000
DECAGR	AGGREGATE--DEC MAKING/PROBLEM SOLV/R	226	7.9994469	1.2103430	4.0000000	10.0000000

DECDelta AGGREGATE Delta--DEC MAKING/PROB SOLV 224 1.7712054 1.7177431 -4.5000000 7.5000000

LEGAL ISSUES MEANS AND DELTAS

NONCHO1=CO/XO

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C21QUES	KNOW VIOLTN OF UCMJ/CUR	246	7.8983740	1.6956840	3.0000000	10.0000000
R21QUES	KNOW VIOLTN OF UCMJ/REQ	246	8.3252033	1.8449974	0	10.0000000
Q21DELTA	Delta-KNOW VIOLTN OF UCMJ	246	0.4268293	2.0001867	-9.0000000	7.0000000
C22QUES	PUNISHMENT UNDR UCMJ/CUR	246	7.9430894	1.7902266	2.0000000	10.0000000
R22QUES	PUNISHMENT UNDR UCMJ/REQ	246	8.0609756	2.0344837	0	10.0000000
Q22DELTA	Delta-PUNISHMENT UNDER UCMJ	246	0.1178862	2.1262032	-8.0000000	8.0000000
C23QUES	INITIATE ACT UCMJ VIOLTN/CUR	246	7.9837398	1.8338484	2.0000000	10.0000000
R23QUES	INITIATE ACT UCMJ VIOLTN/REQ	246	8.3414634	2.0094847	0	10.0000000
Q23DELTA	Delta-INITIATE ACT UNDER UCMJ	246	0.3577236	2.1670259	-9.0000000	8.0000000
C24QUES	ADMIN SEP AUTH & PROC/CUR	246	7.1138211	2.0311985	1.0000000	10.0000000
R24QUES	ADMIN SEP AUTH & PROC/REQ	246	7.6260163	2.1300508	0	10.0000000
Q24DELTA	Delta-ADMIN SEP AUTH & PROC	246	0.5121951	2.2726981	-9.0000000	8.0000000
C25QUES	KNOW LIAB HOSP & PROF/CUR	245	6.8163265	2.1622077	0	10.0000000
R25QUES	KNOW LIAB HOSP & PROF/REQ	245	8.0938776	1.9761289	0	10.0000000
Q25DELTA	Delta-KNOW LIAB OF HOSP & PROF	245	1.2775510	2.1030097	-8.0000000	10.0000000
C26QUES	KNOW ENVIRON IMPCT ISS/CUR	246	6.3373984	2.1712368	0	10.0000000
R26QUES	KNOW ENVIRON IMPCT ISS/REQ	246	7.9674797	1.9626511	0	10.0000000
Q26DELTA	Delta-KNOW ENVIRON IMPACT ISS	246	1.6300813	2.3606791	-8.0000000	10.0000000
LEGAL	LEGAL ISSUES	245	7.2367347	1.7767503	1.0000000	10.0000000
LEGAGC	AGGREGATE--LEGAL ISSUES/C	245	7.3585034	1.6224115	2.1666667	10.0000000
LEGAGR	AGGREGATE--LEGAL ISSUES/R	245	8.0748299	1.7045093	0	10.0000000
LEGDELTA	AGGREGATE Delta--LEGAL ISSUES	245	0.7163265	1.8229103	-8.0000000	7.0000000

NONCHO1=NO_CO/XO

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C21QUES	KNOW VIOLTN OF UCMJ/CUR	229	6.7161572	2.1011173	0	10.0000000
R21QUES	KNOW VIOLTN OF UCMJ/REQ	228	8.3508772	1.7534482	2.0000000	10.0000000
Q21DELTA	Delta-KNOW VIOLTN OF UCMJ	227	1.6299559	2.1666379	-5.0000000	9.0000000
C22QUES	PUNISHMENT UNDR UCMJ/CUR	229	6.2882096	2.4233678	0	10.0000000
R22QUES	PUNISHMENT UNDR UCMJ/REQ	229	8.0131004	2.0868854	1.0000000	10.0000000
Q22DELTA	Delta-PUNISHMENT UNDER UCMJ	228	1.7412281	2.4564331	-6.0000000	9.0000000
C23QUES	INITIATE ACT UCMJ VIOLTN/CUR	229	6.2052402	2.4897630	0	10.0000000
R23QUES	INITIATE ACT UCMJ VIOLTN/REQ	228	7.9561404	2.1276048	0	10.0000000
Q23DELTA	Delta-INITIATE ACT UNDER UCMJ	227	1.7621145	2.5565759	-6.0000000	9.0000000
C24QUES	ADMIN SEP AUTH & PROC/CUR	228	5.7236842	2.5077783	0	10.0000000
R24QUES	ADMIN SEP AUTH & PROC/REQ	228	7.7192982	2.1691013	1.0000000	10.0000000
Q24DELTA	Delta-ADMIN SEP AUTH & PROC	227	2.0088106	2.5779720	-6.0000000	9.0000000
C25QUES	KNOW LIAB HOSP & PROF/CUR	229	6.7074236	2.1758215	0	10.0000000
R25QUES	KNOW LIAB HOSP & PROF/REQ	229	8.3668122	1.8127083	0	10.0000000
Q25DELTA	Delta-KNOW LIAB OF HOSP & PROF	228	1.6754386	2.3540971	-7.0000000	10.0000000
C26QUES	KNOW ENVIRON IMPCT ISS/CUR	229	6.0043668	2.3442685	0	10.0000000
R26QUES	KNOW ENVIRON IMPCT ISS/REQ	229	7.8689956	1.9467358	1.0000000	10.0000000
Q26DELTA	Delta-KNOW ENVIRON IMPACT ISS	228	1.8815785	2.4276333	-4.0000000	10.0000000
LEGAL	LEGAL ISSUES	230	7.1652174	1.9080635	1.0000000	10.0000000
LEGAGC	AGGREGATE--LEGAL ISSUES/C	228	6.2741220	1.9412638	0.8333333	10.0000000
LEGAGR	AGGREGATE--LEGAL ISSUES/R	227	8.0594714	1.7063886	1.1666667	10.0000000
LEGDELTA	AGGREGATE Delta--LEGAL ISSUES	226	1.7861357	2.0511327	-5.1666667	8.6666667

OPERATIONS MANAGEMENT ISSUES MEANS AND DELTAS

NONCHO1=CO/XO

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
27QUES	IMPCT OSHA REQ HOSP OP/CUR	245	6.3265306	2.2884936	0	10.0000000
27QUES	IMPCT OSHA REQ HOSP OP/REQ	245	7.5551020	2.4765342	0	10.0000000
27DELTA	Delta-IMPACT OF OSHA ON HOSP	245	1.2285714	2.5116124	-8.0000000	10.0000000
28QUES	EVAL PROP TO AGUR TECH/CUR	246	6.6219512	1.8993462	0	10.0000000
28QUES	EVAL PROP TO AGUR TECH/REQ	246	7.6626016	1.6987341	0	10.0000000
28DELTA	Delta-EVAL PROP TO AGUR TECH	246	1.0406504	1.9624989	-8.0000000	8.0000000
29QUES	OPP & LIM DOD/DON MATRL/CUR	245	5.3530612	2.3212403	0	10.0000000

29QUES	OPP & LIM DOD/DON MATRL/REQ	245	7.2040816	1.8727948	0	10.0000000
29DELTA	DELTA-OPP& LIM TO DOD/DON MATRL	245	1.3510204	2.2848505	-7.0000000	9.0000000
30QUES	OVRSEE EQUIP MGMT PRG/CUR	246	6.2357724	2.2895728	0	10.0000000
30QUES	OVRSEE EQUIP MGMT PRG/REQ	246	6.9308943	1.9564912	0	10.0000000
30DELTA	DELTA-OVERSEE EQUIP MGMT PROGRAM	246	0.6951220	2.1248137	-7.0000000	9.0000000
31QUES	ENSUR EXEC SECRTY REQ/CUR	246	6.4837398	2.0278016	0	10.0000000
31QUES	ENSUR EXEC SECRTY REQ/REQ	246	7.2682927	1.9360097	1.0000000	10.0000000
31DELTA	DELTA-ENSURE EXECUTION OF SEC REQS	246	0.7845528	2.0559335	-7.0000000	9.0000000
32QUES	OVRSEE FACILITIES MGMT/CUR	246	6.4552846	2.0313945	0	10.0000000
32QUES	OVRSEE FACILITIES MGMT/REQ	246	7.0731707	2.0708698	0	10.0000000
32DELTA	DELTA-OVERSEE FAC MGMT	246	0.3333333	0.4723656	0	1.0000000
PMGMT	OPERATIONS MGMT ISSUES	245	7.1387755	1.6337647	1.0000000	10.0000000
PMAGC	AGGREGATE--OPERATIONAL MGMT ISSUES/C	244	6.3285519	1.7017165	0.8333333	10.0000000
PMAGR	AGGREGATE--OPERATIONAL MGMT ISSUES/R	244	7.2773224	1.6330087	1.0000000	10.0000000
PMDELTA	AGGREGATE DELTA--OPERATIONAL MGMT ISSUES	244	0.9487705	1.8246755	-7.3333333	8.3333333

-----NONCHO1=NO_CO/XO-----

Variable Label	N	Mean	Std Dev	Minimum	Maximum
27QUES IMPCT OSHA REQ HOSP OP/CUR	229	5.8864629	2.6316628	0	10.0000000
27QUES IMPCT OSHA REQ HOSP OP/REQ	229	7.7641921	2.1655865	0	10.0000000
27DELTA DELTA-IMPACT OF OSHA ON HOSP	228	1.8947368	2.5321490	-5.0000000	10.0000000
28QUES EVAL PROP TO AQUR TECH/CUR	229	5.8820961	2.2863214	0	10.0000000
28QUES EVAL PROP TO AQUR TECH/REQ	229	7.6812227	1.7987926	0	10.0000000
28DELTA DELTA-EVAL PROP TO AQUR TECH	228	1.8157895	2.3618323	-6.0000000	8.0000000
29QUES OPP & LIM DOD/DON MATRL/CUR	229	4.7510917	2.5312193	0	10.0000000
29QUES OPP & LIM DOD/DON MATRL/REQ	228	7.4956140	1.9247926	0	10.0000000
29DELTA DELTA-OPP& LIM TO DOD/DON MATRL	227	2.7444934	2.5461933	-3.0000000	9.0000000
30QUES OVRSEE EQUIP MGMT PRG/CUR	229	5.1790393	2.5058348	0	10.0000000
30QUES OVRSEE EQUIP MGMT PRG/REQ	229	6.9781659	2.0571770	0	10.0000000
30DELTA DELTA-OVERSEE EQUIP MGMT PROGRAM	228	1.8157895	2.4226021	-5.0000000	8.0000000
31QUES ENSUR EXEC SECRTY REQ/CUR	229	4.9519651	2.5840873	0	10.0000000
31QUES ENSUR EXEC SECRTY REQ/REQ	229	6.8034934	2.2904811	0	10.0000000
31DELTA DELTA-ENSURE EXECUTION OF SEC REQS	228	1.8684211	2.4710238	-5.0000000	9.0000000
32QUES OVRSEE FACILITIES MGMT/CUR	229	4.6375546	2.7521260	0	10.0000000
32QUES OVRSEE FACILITIES MGMT/REQ	229	6.5720524	2.6090776	0	10.0000000
32DELTA DELTA-OVERSEE FAC MGMT	230	0.2565217	0.4376656	0	1.0000000
PMGMT OPERATIONS MGMT ISSUES	230	7.2739130	1.7178023	1.0000000	10.0000000
PMAGC AGGREGATE--OPERATIONAL MGMT ISSUES/C	229	5.2147016	2.0697798	0.3333333	9.8333333
PMAGR AGGREGATE--OPERATIONAL MGMT ISSUES/R	228	7.2112573	1.6974643	0.6666667	10.0000000
PMDELTA AGGREGATE DELTA--OPERATIONAL MGMT ISSUES	227	2.0044053	2.0426211	-4.0000000	7.1666667

ORGANIZATIONAL BEHAVIOR ISSUES MEANS AND DELTAS

-----NONCHO1=CO/XO-----

Variable Label	N	Mean	Std Dev	Minimum	Maximum
33QUES KNOW SUP REQ OP FORC/CUR	246	8.2804878	1.8600487	0	10.0000000
33QUES KNOW SUP REQ OP FORC/REQ	246	8.6585366	1.6528480	1.0000000	10.0000000
33DELTA DELTA-KNOW & SUPPORT OPF FORCES	246	0.3780488	1.9079228	-6.0000000	7.0000000
34QUES DEVL P & COMM COND VISH/CUR	246	8.1178862	1.6333030	3.0000000	10.0000000
34QUES DEVL P & COMM COND VISH/REQ	246	8.9227642	1.4048495	2.0000000	10.0000000
34DELTA DELTA-DEVELOP & COMM COMMAND VISION	246	0.8048780	1.7007011	-8.0000000	6.0000000
35QUES IMPOWR IND & WORK GRP/CUR	246	8.4674797	1.4725236	2.0000000	10.0000000
35QUES IMPOWR IND & WORK GRP/REQ	246	9.0121951	1.2792910	3.0000000	10.0000000
35DELTA DELTA-EMPOWER INV & WORK GROUPS	246	0.5447154	1.5212886	-5.0000000	7.0000000
36QUES DEVL P NON-PARCHL PERSP/CUR	241	8.5062241	1.5414288	0	10.0000000
36QUES DEVL P NON-PARCHL PERSP/REQ	242	8.8057851	1.4169570	0	10.0000000
36DELTA DELTA-DEVELOP NON-PAROCIAL PERSPECTIVE	241	0.3029046	1.4036974	-4.0000000	7.0000000
37QUES BUILDING TRUST/CUR	246	8.7479675	1.2622849	4.0000000	10.0000000
37QUES BUILDING TRUST/REQ	246	9.3699187	1.0753972	4.0000000	10.0000000
37DELTA DELTA-BUILDING TRUST	246	0.6219512	1.3368276	-5.0000000	5.0000000
38QUES MANAGING CHANGE/CUR	246	8.3780488	1.3907001	3.0000000	10.0000000
38QUES MANAGING CHANGE/REQ	246	9.2804878	1.0759833	4.0000000	10.0000000
38DELTA DELTA-MANAGING CHANGE	246	0.9024390	1.4703304	-5.0000000	6.0000000
39QUES MANAGING CONFLICT/CUR	246	8.0528455	1.5522374	3.0000000	10.0000000
39QUES MANAGING CONFLICT/REQ	246	9.1585366	1.1863459	4.0000000	10.0000000
39DELTA DELTA-MANAGING CONFLICT	246	1.1056911	1.7181528	-5.0000000	6.0000000
40QUES BUILDING TEAMWORK/CUR	245	8.5836735	1.4077285	4.0000000	10.0000000

40QUES	BUILDING TEAMWORK/REQ	246	9.3983740	1.0120889	4.0000000	10.0000000
40DELTA	DELTA-BUILDING TEAMWORK	246	0.8122449	1.5140913	-5.0000000	6.0000000
41QUES	DEVL POS ORGAN CLIMAT/CUR	246	8.5650407	1.3285858	4.0000000	10.0000000
41QUES	DEVL POS ORGAN CLIMAT/REQ	246	9.4268293	0.9942342	4.0000000	10.0000000
41DELTA	DELTA-DEVELOP POSITIVE ORG ENVIRONMENT	246	0.8617886	1.4160895	-5.0000000	6.0000000
42QUES	MOTIVATING PEOPLE/CUR	246	8.3658537	1.3866318	4.0000000	10.0000000
42QUES	MOTIVATING PEOPLE/REQ	246	9.3008130	1.1459598	4.0000000	10.0000000
42DELTA	DELTA-MOTIVATING PEOPLE	246	0.9349593	1.5212231	-5.0000000	6.0000000
43QUES	EMPLY COORD MECHNSM/CUR	246	7.9593496	1.5539200	0	10.0000000
43QUES	EMPLY COORD MECHNSM/REQ	246	8.7357724	1.3337460	3.0000000	10.0000000
43DELTA	DELTA-EMPLOY COORD MECHANISMS	246	0.7764228	1.4910663	-4.0000000	5.0000000
44QUES	DEVL SUBORDINATES/CUR	246	8.4796748	1.3929830	4.0000000	10.0000000
44QUES	DEVL SUBORDINATES/REQ	246	9.1544715	1.2022599	4.0000000	10.0000000
44DELTA	DELTA-DEVELOP SUBORDINATES	246	0.6747967	1.4624326	-5.0000000	5.0000000
45QUES	UNDRSTND ROLE CO & XO/CUR	246	8.8333333	1.3941081	2.0000000	10.0000000
45QUES	UNDRSTND ROLE CO & XO/REQ	246	9.1869919	1.7087988	0	10.0000000
45DELTA	DELTA-UNDERSTANDING ROLE OF CO/XO	246	0.3536585	2.1017308	-10.0000000	6.0000000
46QUES	PROM INNOVT & RISK BHVR/CUR	246	8.2967480	1.5796375	2.0000000	10.0000000
46QUES	PROM INNOVT & RISK BHVR/REQ	246	8.8414634	1.3534794	4.0000000	10.0000000
46DELTA	DELTA-PROM INNOV. & RISK BEHAVIOR	246	0.5471154	1.6696671	-5.0000000	7.0000000
RGNBEH	ORGANIZATIONAL BEHAVIOR	246	8.3983740	1.8126082	1.0000000	10.0000000
RGAGC	AGGREGATE--ORGANIZATIONAL BEHAVIOR/C	240	8.3886905	1.1754286	4.1428571	10.0000000
RGAGR	AGGREGATE--ORGANIZATIONAL BEHAVIOR/R	242	9.0879575	0.9743193	4.4285714	10.0000000
RGDELTA	AGGREGATE DELTA--ORGANIZATIONAL BEHAVIOR	240	0.6988095	1.2021450	-3.9285714	5.4285714

-----ORGANIZATIONAL BEHAVIOR ISSUES MEANS AND DELTAS

-----NONCHOI=NO_CO/XO-----

Variable Label	N	Mean	Std Dev	Minimum	Maximum
33QUES	229	7.3187773	2.0409506	0	10.0000000
33QUES	229	8.5895197	1.5941434	0	10.0000000
33DELTA	228	1.2763158	2.0517448	-8.0000000	7.0000000
34QUES	229	7.3144105	1.8771040	0	10.0000000
34QUES	229	8.7467249	1.7210131	0	10.0000000
34DELTA	228	1.4429825	2.0503129	-6.0000000	7.0000000
35QUES	229	7.9650655	1.6984520	2.0000000	10.0000000
35QUES	229	8.8908297	1.4723635	2.0000000	10.0000000
35DELTA	228	0.9298246	1.6242615	-4.0000000	5.0000000
36QUES	226	7.8982301	1.8531166	0	10.0000000
36QUES	226	8.6725664	1.4169920	2.0000000	10.0000000
36DELTA	225	0.7822222	1.7580540	-4.0000000	9.0000000
37QUES	228	8.5043860	1.3553542	4.0000000	10.0000000
37QUES	229	9.2838428	1.0185779	5.0000000	10.0000000
37DELTA	227	0.7797357	1.3353379	-3.0000000	5.0000000
38QUES	229	8.0829694	1.5635985	2.0000000	10.0000000
38QUES	229	9.2008734	1.0403268	5.0000000	10.0000000
38DELTA	228	1.1228070	1.5658264	-3.0000000	7.0000000
39QUES	229	7.8777293	1.6683015	1.0000000	10.0000000
39QUES	229	9.2183406	1.0659872	5.0000000	10.0000000
39DELTA	228	1.3464912	1.7098151	-4.0000000	9.0000000
40QUES	228	8.2587719	1.4896596	3.0000000	10.0000000
40QUES	228	9.2500000	1.0510117	4.0000000	10.0000000
40DELTA	227	1.0000000	1.4963081	-3.0000000	6.0000000
41QUES	229	8.2270742	1.4841149	2.0000000	10.0000000
41QUES	229	9.3318777	0.9884803	3.0000000	10.0000000
41DELTA	228	1.1096491	1.5455760	-4.0000000	7.0000000
42QUES	229	8.1310044	1.4660932	4.0000000	10.0000000
42QUES	229	9.3231441	1.0045671	2.0000000	10.0000000
42DELTA	228	1.2017544	1.4552341	-2.0000000	5.0000000
43QUES	229	7.4628821	1.9090441	0	10.0000000
43QUES	229	8.7117904	1.4463781	0	10.0000000
43DELTA	228	1.2587719	1.8979846	-4.0000000	7.0000000
44QUES	229	8.2270742	1.5477660	3.0000000	10.0000000
44QUES	229	9.0742358	1.2420590	2.0000000	10.0000000
44DELTA	228	0.8508772	1.5831294	-4.0000000	6.0000000
45QUES	229	7.2489083	1.9943035	0	10.0000000
45QUES	229	8.8820961	1.6381105	0	10.0000000
45DELTA	228	1.6403509	2.2336126	-8.0000000	10.0000000
46QUES	228	7.6666667	1.7417732	2.0000000	10.0000000
46QUES	228	8.7105263	1.4280000	2.0000000	10.0000000

46DELTA	DELTA-PROM INNOV. & RISK BEHAVIOR	227	1.0484581	1.7377472	-5.0000000	6.0000000
RGNBEN	ORGANIZATIONAL BEHAVIOR	230	7.9434783	1.9404511	1.0000000	10.0000000
RGAGC	AGGREGATE--ORGANIZATIONAL BEHAVIOR/C	223	7.8696348	1.2716970	4.0000000	10.0000000
RGAGR	AGGREGATE--ORGANIZATIONAL BEHAVIOR/R	224	8.9875638	0.9751208	4.6428571	10.0000000
RGDELTA	AGGREGATE DELTA--ORGANIZATIONAL BEHAVIOR	222	1.1225869	1.2935115	-2.1428571	5.0714286

MANPOWER MANAGEMENT/HRM ISSUES MEANS AND DELTAS

-----NONCHO1=CO/XO-----

Variable Label	N	Mean	Std Dev	Minimum	Maximum
47QUES MNG CIV PER BY REG PROC/CUR	246	6.7032520	1.9870370	1.0000000	10.0000000
47QUES MNG CIV PER BY REG PROC/REQ	246	7.9512195	1.8619878	0	10.0000000
47DELTA DELTA-MANAGING CIV PERSONNEL	246	1.2479675	2.2459705	-7.0000000	8.0000000
48QUES MNG MIL PER BY REG PROC/CUR	246	8.1504065	1.4277640	4.0000000	10.0000000
48QUES MNG MIL PER BY REG PROC/REQ	246	8.5243902	1.5190675	1.0000000	10.0000000
48DELTA DELTA-MANAGING MIL PERSONNEL	246	0.3739837	1.7327500	-8.0000000	5.0000000
49QUES EVAL MANPWR STAF NEEDS/CUR	244	7.5778689	1.6844978	3.0000000	10.0000000
49QUES EVAL MANPWR STAF NEEDS/REQ	244	8.3770492	1.4334503	1.0000000	10.0000000
49DELTA DELTA-EVAL MANPOWER STAFFING NEEDS	244	0.7991803	1.7698432	-8.0000000	5.0000000
50QUES MANAGE LABOR RELATIONS/CUR	244	5.3442623	2.6458151	0	10.0000000
50QUES MANAGE LABOR RELATIONS/REQ	244	6.9754098	2.6088268	0	10.0000000
50DELTA DELTA-MANAGE LABOR RELATIONS	244	1.6311475	2.8937305	-7.0000000	10.0000000
51QUES MANG MULTI-CULT DIVRSTY/CUR	246	7.5934959	1.7442028	2.0000000	10.0000000
51QUES MANG MULTI-CULT DIVRSTY/REQ	246	8.1382114	1.8286839	0	10.0000000
51DELTA DELTA-MANAGE MULTI-CULT DIVERSITY	246	0.5447154	1.9577248	-9.0000000	7.0000000
52QUES PROM ETHICL PRAC IN OPS/CUR	245	8.5673469	1.4173092	3.0000000	10.0000000
52QUES PROM ETHICL PRAC IN OPS/REQ	245	9.0571429	1.4643300	1.0000000	10.0000000
52DELTA DELTA-PROMOTE ETHICAL PRAC IN OPS	246	0.4756098	0.5004229	0	1.0000000
ANPOWER MANPOWER/HUMAN RES MGMT	246	8.1991870	1.5296256	2.0000000	10.0000000
ANAGC AGGREGATE--MANPOWER MGMT/HRM ISSUES/C	242	7.3154270	1.4055153	3.5000000	10.0000000
ANAGR AGGREGATE--MANPOWER MGMT/HRM ISSUES/R	242	8.1721763	1.4218433	1.0000000	10.0000000
ANDELTA AGGREGATE DELTA-- MANPOWER MGMT/HRM ISSU	242	0.8567493	1.5867138	-7.6666667	5.3333333

-----NONCHO1=NO_CO/XO-----

Variable Label	N	Mean	Std Dev	Minimum	Maximum
47QUES MNG CIV PER BY REG PROC/CUR	229	6.2445415	2.4263771	0	10.0000000
47QUES MNG CIV PER BY REG PROC/REQ	229	8.3056769	1.8668420	0	10.0000000
47DELTA DELTA-MANAGING CIV PERSONNEL	228	2.0789474	2.5191591	-8.0000000	9.0000000
48QUES MNG MIL PER BY REG PROC/CUR	229	7.7379913	1.6991735	3.0000000	10.0000000
48QUES MNG MIL PER BY REG PROC/REQ	229	8.7379913	1.4361857	0	10.0000000
48DELTA DELTA-MANAGING MIL PERSONNEL	228	1.0043860	1.6986592	-6.0000000	7.0000000
49QUES EVAL MANPWR STAF NEEDS/CUR	229	7.0480349	2.0609907	0	10.0000000
49QUES EVAL MANPWR STAF NEEDS/REQ	229	8.5895197	1.4318048	0	10.0000000
49DELTA DELTA-EVAL MANPOWER STAFFING NEEDS	228	1.5482456	2.1285445	-6.0000000	7.0000000
50QUES MANAGE LABOR RELATIONS/CUR	229	4.8558952	2.6772634	0	10.0000000
50QUES MANAGE LABOR RELATIONS/REQ	229	7.3187773	2.5093940	0	10.0000000
50DELTA DELTA-MANAGE LABOR RELATIONS	228	2.4956140	2.8831850	-6.0000000	9.0000000
51QUES MANG MULTI-CULT DIVRSTY/CUR	229	7.1834061	1.9981317	2.0000000	10.0000000
51QUES MANG MULTI-CULT DIVRSTY/REQ	229	8.0043668	2.0994941	0	10.0000000
51DELTA DELTA-MANAGE MULTI-CULT DIVERSITY	228	0.8289474	2.0717621	-9.0000000	6.0000000
52QUES PROM ETHICL PRAC IN OPS/CUR	229	8.1484716	1.5741218	3.0000000	10.0000000
52QUES PROM ETHICL PRAC IN OPS/REQ	229	8.9650655	1.5328573	0	10.0000000
52DELTA DELTA-PROMOTE ETHICAL PRAC IN OPS	230	0.4478261	0.4983550	0	1.0000000
ANPOWER MANPOWER/HUMAN RES MGMT	230	8.1565217	1.7538046	2.0000000	10.0000000
ANAGC AGGREGATE--MANPOWER MGMT/HRM ISSUES/C	229	6.8697234	1.6478131	2.0000000	10.0000000
ANAGR AGGREGATE--MANPOWER MGMT/HRM ISSUES/R	229	8.3202329	1.4580131	1.0000000	10.0000000
ANDELTA AGGREGATE DELTA-- MANPOWER MGMT/HRM ISSU	228	1.4627193	1.6822179	-4.1666667	6.1666667

COMMUNICATIONS ISSUES MEANS AND DELTAS

-----NONCHO1=CO/XO-----

Variable Label	N	Mean	Std Dev	Minimum	Maximum
C53QUES WRITING EFFECTIVELY/CUR	246	8.5528455	1.3011973	4.0000000	10.0000000
R53QUES WRITING EFFECTIVELY/REQ	246	9.1869919	1.0447114	5.0000000	10.0000000
O53DELTA DELTA-WRITING EFFECTIVELY	246	0.6341463	1.3264548	-5.0000000	4.0000000

C54QUES	POS & NEG FEEDBACK/CUR	246	8.3252033	1.2616538	4.0000000	10.0000000
R54QUES	POS & NEG FEEDBACK/REQ	246	9.2479675	1.0299078	5.0000000	10.0000000
Q54DELTA	DELTA-POS & NEG FEEDBACK	246	0.9227642	1.2738060	-5.0000000	5.0000000
C55QUES	DELVR EFF ORAL PRES/CUR	246	8.0650407	1.4582060	3.0000000	10.0000000
R55QUES	DELVR EFF ORAL PRES/REQ	246	9.0772358	1.1526943	4.0000000	10.0000000
Q55DELTA	DELTA-DELVR EFF ORAL PRESENTATION	246	1.0121951	1.6499393	-4.0000000	7.0000000
C56QUES	LISTENING EFFECTIVELY/CUR	246	8.3292683	1.4118005	4.0000000	10.0000000
R56QUES	LISTENING EFFECTIVELY/REQ	246	9.4065041	0.9462053	5.0000000	10.0000000
Q56DELTA	DELTA-LISTENING EFFECTIVELY	246	1.0772358	1.5031023	-2.0000000	6.0000000
C57QUES	BLD WORK & SUPRT RELTH/CUR	246	7.8536585	1.5942905	0	10.0000000
R57QUES	BLD WORK & SUPRT RELTH/REQ	246	8.9186992	1.1992753	4.0000000	10.0000000
Q57DELTA	DELTA-BUILD WORKING & SUPPORT RELAT	246	1.0650407	1.6149295	-4.0000000	6.0000000
C58QUES	REP ORGN TO EXTRNL GRP/CUR	246	7.8495935	1.7652368	0	10.0000000
R58QUES	REP ORGN TO EXTRNL GRP/REQ	246	8.6422764	1.5914572	0	10.0000000
Q58DELTA	DELTA-REPRESENT ORG TO EXTERNAL GRPS	246	0.7926829	1.6689564	-6.0000000	8.0000000
C59QUES	CLIMATE OF OPEN COMM/CUR	246	8.7642276	1.2589682	3.0000000	10.0000000
R59QUES	CLIMATE OF OPEN COMM/REQ	246	9.3373984	0.9625560	5.0000000	10.0000000
Q59DELTA	DELTA-CLIMATE OF OPEN COMMUNICATIONS	246	0.5731707	1.1748781	-4.0000000	5.0000000
C60QUES	CONDUCT MEETINGS EFF/CUR	246	8.1707317	1.4211655	4.0000000	10.0000000
R60QUES	CONDUCT MEETINGS EFF/REQ	246	9.1016260	1.0506739	4.0000000	10.0000000
Q60DELTA	DELTA-CONDUCT MEETINGS EFFECTIVELY	246	0.9308943	1.4566178	-4.0000000	5.0000000
COMM	COMMUNICATION	246	8.9430894	1.6723480	1.0000000	10.0000000
COMAGC	AGGREGATE--COMMUNICATIONS/C	246	8.2388211	1.0687476	5.0000000	10.0000000
COMAGR	AGGREGATE--COMMUNICATIONS/R	246	9.1148374	0.8821636	5.2500000	10.0000000
COMDELTA	AGGREGATE DELTA--COMMUNICATIONS	246	0.8760163	1.0871461	-3.7500000	4.5000000

----- HONCHO1=NO_CO/XO -----

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C53QUES	WRITING EFFECTIVELY/CUR	229	8.3711790	1.3433556	3.0000000	10.0000000
R53QUES	WRITING EFFECTIVELY/REQ	229	9.2707424	0.9805431	5.0000000	10.0000000
Q53DELTA	DELTA-WRITING EFFECTIVELY	228	0.9035088	1.4387299	-4.0000000	7.0000000
C54QUES	POS & NEG FEEDBACK/CUR	229	8.0786026	1.5081433	3.0000000	10.0000000
R54QUES	POS & NEG FEEDBACK/REQ	229	9.1004367	1.1560101	0	10.0000000
Q54DELTA	DELTA-POS & NEG FEEDBACK	228	1.0263158	1.7508237	-10.0000000	7.0000000
C55QUES	DELVR EFF ORAL PRES/CUR	229	8.0305677	1.5229041	3.0000000	10.0000000
R55QUES	DELVR EFF ORAL PRES/REQ	229	9.0786026	1.0143383	5.0000000	10.0000000
Q55DELTA	DELTA-DELVR EFF ORAL PRESENTATION	228	1.0526316	1.5781666	-2.0000000	7.0000000
C56QUES	LISTENING EFFECTIVELY/CUR	229	8.2358079	1.5801210	1.0000000	10.0000000
R56QUES	LISTENING EFFECTIVELY/REQ	229	9.3013100	0.9601937	3.0000000	10.0000000
Q56DELTA	DELTA-LISTENING EFFECTIVELY	228	1.0701754	1.6802522	-4.0000000	9.0000000
C57QUES	BLD WORK & SUPRT RELTH/CUR	228	7.3771930	2.0560016	0	10.0000000
R57QUES	BLD WORK & SUPRT RELTH/REQ	228	8.6929825	1.4759582	0	10.0000000
Q57DELTA	DELTA-BUILD WORKING & SUPPORT RELAT	227	1.3215859	2.0149049	-4.0000000	9.0000000
C58QUES	REP ORGN TO EXTRNL GRP/CUR	229	7.5371179	2.0486779	1.0000000	10.0000000
R58QUES	REP ORGN TO EXTRNL GRP/REQ	229	8.5589520	1.6416377	0	10.0000000
Q58DELTA	DELTA-REPRESENT ORG TO EXTERNAL GRPS	228	1.0263158	1.9119864	-4.0000000	7.0000000
C59QUES	CLIMATE OF OPEN COMM/CUR	229	8.4104803	1.3367525	5.0000000	10.0000000
R59QUES	CLIMATE OF OPEN COMM/REQ	229	9.2052402	1.0116725	5.0000000	10.0000000
Q59DELTA	DELTA-CLIMATE OF OPEN COMMUNICATIONS	228	0.7982456	1.2675539	-2.0000000	5.0000000
C60QUES	CONDUCT MEETINGS EFF/CUR	228	7.9956140	1.4126484	4.0000000	10.0000000
R60QUES	CONDUCT MEETINGS EFF/REQ	229	9.0000000	1.2211585	2.0000000	10.0000000
Q60DELTA	DELTA-CONDUCT MEETINGS EFFECTIVELY	227	1.0088106	1.5342439	-7.0000000	6.0000000
COMM	COMMUNICATION	230	8.6608696	1.9192746	1.0000000	10.0000000
COMAGC	AGGREGATE--COMMUNICATIONS/C	227	8.0121145	1.2116880	4.7500000	10.0000000
COMAGR	AGGREGATE--COMMUNICATIONS/R	228	9.0268640	0.9039222	5.6250000	10.0000000
COMDELTA	AGGREGATE DELTA--COMMUNICATIONS	226	1.0171460	1.2401486	-2.0000000	5.0000000

FINANCIAL MANAGEMENT MEANS AND DELTAS

----- HONCHO2=CO -----

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C1QUES	INTERP FINAN STATEMNTS/CUR	154	6.3311688	2.3095573	0	10.0000000
R1QUES	INTERP FINAN STATEMNTS/REQ	154	7.5454545	1.8008383	0	10.0000000
Q1DELTA	DELTA-INTERP FINAN STATEMNTS	153	1.1764706	2.1737599	-5.0000000	8.0000000
C2QUES	RECOG FUNDNG SOURCES/CUR	155	7.0838710	2.2475234	0	10.0000000
R2QUES	RECOG FUNDNG SOURCES/REQ	155	8.2645161	1.5587100	0	10.0000000
Q2DELTA	DELTA-RECOG FUNDNG SOURCES	155	1.1806452	2.1606606	-5.0000000	8.0000000

C3QUES	EVAL OPER & CAP BUDGETS/CUR	155	6.8129032	2.3487689	0	10.0000000
R3QUES	EVAL OPER & CAP BUDGETS/REQ	155	7.7677419	2.0284322	0	10.0000000
Q3DELTA	DELTA-EVAL OPER & CAP BUDGETS	155	0.9548387	2.2341562	-6.0000000	8.0000000
C4QUES	RES MGMT ADV & DRMBK/CUR	153	5.6666667	2.7672901	0	10.0000000
R4QUES	RES MGMT ADV & DRMBK/REQ	152	7.2763158	2.8030196	0	10.0000000
Q4DELTA	DELTA-RESOURCE MGMT ADV & DRAWBACKS	152	1.6052632	2.4254661	-7.0000000	8.0000000
C5QUES	MAX BEN FROM REIMBR/CUR	151	4.9801325	3.0560763	0	10.0000000
R5QUES	MAX BEN FROM REIMBR/REQ	150	6.3666667	2.9796101	0	10.0000000
Q5DELTA	DELTA-MAX BEN FROM REIMBR	150	1.3666667	2.7573372	-6.0000000	9.0000000
C6QUES	WORK W/PROCUREMENT SYS/CUR	155	5.3677419	2.5045915	0	10.0000000
R6QUES	WORK W/PROCUREMENT SYS/REQ	155	6.6838710	2.1036605	0	10.0000000
Q6DELTA	DELTA-WORK W/PROCUREMENT SYSTEM	155	1.3161290	2.3734321	-5.0000000	8.0000000
C7QUES	COST-BENFT ANAL TECH/CUR	155	6.3032258	2.5542788	0	10.0000000
R7QUES	COST-BENFT ANAL TECH/REQ	155	7.4322581	2.1862004	0	10.0000000
Q7DELTA	DELTA-COST/BENEFIT ANAL TECH	155	1.1290323	2.4593043	-9.0000000	8.0000000
FINMGMT	FINANCIAL/RESOURCE MGMT	155	7.9032258	1.6267815	3.0000000	10.0000000
FINAGC	AGGREGATE--FINANCIAL/C	150	6.1180952	2.1041077	0.6285714	10.0000000
FINAGR	AGGREGATE--FINANCIAL/R	150	7.3352381	1.7427319	0	10.0000000
FINDELTA	AGGREGATE DELTA--FINANCIAL	149	1.2118888	1.9332208	-4.5714286	7.5714286

----- NONCHO2=NO -----

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C1QUES	INTERP FINAN STATEMNTS/CUR	320	4.8187500	2.4130572	0	10.0000000
R1QUES	INTERP FINAN STATEMNTS/REQ	320	7.3156250	1.8579001	0	10.0000000
Q1DELTA	DELTA-INTERP FINAN STATEMNTS	319	2.4952978	2.5598146	-5.0000000	8.0000000
C2QUES	RECOG FUNDNG SOURCES/CUR	320	5.0718750	2.5047584	0	10.0000000
R2QUES	RECOG FUNDNG SOURCES/REQ	320	7.7875000	1.7789698	0	10.0000000
Q2DELTA	DELTA-RECOG FUNDNG SOURCES	319	2.7147335	2.6570428	-4.0000000	10.0000000
C3QUES	EVAL OPER & CAP BUDGETS/CUR	320	4.8500000	2.5699005	0	10.0000000
R3QUES	EVAL OPER & CAP BUDGETS/REQ	319	7.4796238	2.0753249	0	10.0000000
Q3DELTA	DELTA-EVAL OPER & CAP BUDGETS	318	2.6100629	2.7547766	-5.0000000	10.0000000
C4QUES	RES MGMT ADV & DRMBK/CUR	319	4.7899687	2.5159416	0	10.0000000
R4QUES	RES MGMT ADV & DRMBK/REQ	319	7.3636364	2.5561728	0	10.0000000
Q4DELTA	DELTA-RESOURCE MGMT ADV & DRAWBACKS	318	2.5723270	2.7867626	-10.0000000	10.0000000
C5QUES	MAX BEN FROM REIMBR/CUR	318	4.1540881	2.8547651	0	10.0000000
R5QUES	MAX BEN FROM REIMBR/REQ	318	6.7075472	2.9814367	0	10.0000000
Q5DELTA	DELTA-MAX BEN FROM REIMBR	317	2.5488959	3.0855380	-10.0000000	10.0000000
C6QUES	WORK W/PROCUREMENT SYS/CUR	319	4.1786834	2.5233595	0	10.0000000
R6QUES	WORK W/PROCUREMENT SYS/REQ	320	6.7031250	2.3666948	0	10.0000000
Q6DELTA	DELTA-WORK W/PROCUREMENT SYSTEM	318	2.5408805	2.9735790	-7.0000000	10.0000000
C7QUES	COST-BENFT ANAL TECH/CUR	320	5.1656250	2.6665358	0	10.0000000
R7QUES	COST-BENFT ANAL TECH/REQ	320	7.3562500	2.2489200	0	10.0000000
Q7DELTA	DELTA-COST/BENEFIT ANAL TECH	319	2.2037618	2.7607739	-8.0000000	10.0000000
FINMGMT	FINANCIAL/RESOURCE MGMT	321	7.9439252	1.7419374	1.0000000	10.0000000
FINAGC	AGGREGATE--FINANCIAL/C	317	4.7228481	2.1491148	0.1428571	10.0000000
FINAGR	AGGREGATE--FINANCIAL/R	317	7.2528166	1.8471037	0	10.0000000
FINDELTA	AGGREGATE DELTA--FINANCIAL	315	2.5219955	2.3877814	-5.5714286	9.5714286

PROGRAM PLANNING AND EVALUATION MEANS AND DELTAS

----- NONCHO2=CO -----

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C8QUES	MANGNG PLANNING PROCS/CUR	155	6.2322581	2.2985579	0	10.0000000
R8QUES	MANGNG PLANNING PROCS/REQ	155	7.6838710	1.7973821	0	10.0000000
Q8DELTA	DELTA-MANAGING PLANNING PROCS	155	1.4516129	2.1867177	-5.0000000	8.0000000
C9QUES	METHDS EVAL PROGRAMS/CUR	155	6.7032258	2.0199466	2.0000000	10.0000000
R9QUES	METHDS EVAL PROGRAMS/REQ	155	7.8709677	1.6104758	3.0000000	10.0000000
Q9DELTA	DELTA-METHDS EVAL PROGRAMS	155	1.1677419	1.9131105	-4.0000000	7.0000000
C10QUES	EVAL & APPL MARKET ANAL/CUR	155	5.9225806	2.2892620	0	10.0000000
R10QUES	EVAL & APPL MARKET ANAL/REQ	154	7.4025974	1.9820089	0	10.0000000
Q10DELTA	DELTA-EVAL & APPL MARKET ANALYSIS	154	1.4675325	1.9542775	-4.0000000	7.0000000
C11QUES	EMP IMPROV PRIN & MTHD/CUR	155	7.6258065	1.6985417	2.0000000	10.0000000
R11QUES	EMP IMPROV PRIN & MTHD/REQ	155	8.5548387	1.5714248	3.0000000	10.0000000
Q11DELTA	DELTA-EMP IMPROV PRIN & MTHD	155	0.9290323	1.9174851	-6.0000000	6.0000000
C12QUES	DEPT & FUNC MIL FAC/CUR	153	8.1568627	2.0555370	0	10.0000000
R12QUES	DEPT & FUNC MIL FAC/REQ	153	8.4117647	1.9951567	0	10.0000000
Q12DELTA	DELTA-DEPT & FUNC MIL FAC	153	0.2549020	1.7188177	-7.0000000	7.0000000

PROGRAM	PROGRAM PLANNING & EVAL	155	7.8516129	1.5152624	2.0000000	10.0000000
PPEAGC	AGGREGATE--PROGRAM PLAN & EVAL/C	153	6.9529412	1.7127640	1.6000000	10.0000000
PPEAGR	AGGREGATE--PROGRAM PLAN & EVAL/R	152	8.0144737	1.3841299	3.4000000	10.0000000
PPDELTA	AGGREGATE DELTA--PROGRAM PLAN & EVAL	152	1.0671053	1.6169539	-4.8000000	6.0000000

----- NONCHO2=NO -----

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C8QUES	MANNG PLANNING PROCS/CUR	320	5.2843750	2.4819864	0	10.0000000
R8QUES	MANNG PLANNING PROCS/REQ	320	7.6406250	1.9148585	0	10.0000000
Q8DELTA	DELTA-MANAGING PLANNING PROCS	319	2.3824451	2.4167534	-4.0000000	9.0000000
C9QUES	METHDS EVAL PROGRAMS/CUR	320	5.7000000	2.3590020	0	10.0000000
R9QUES	METHDS EVAL PROGRAMS/REQ	320	7.8687500	1.6819972	0	10.0000000
Q9DELTA	DELTA-METHDS EVAL PROGRAMS	319	2.1943574	2.2984476	-6.0000000	9.0000000
C10QUES	EVAL & APPL MARKET ANAL/CUR	320	4.9562500	2.5836401	0	10.0000000
R10QUES	EVAL & APPL MARKET ANAL/REQ	319	7.5141066	1.9997535	0	10.0000000
Q10DELTA	DELTA-EVAL & APPL MARKET ANALYSIS	318	2.5660377	2.6464149	-6.0000000	10.0000000
C11QUES	EMP IMPROV PRIM & MTHD/CUR	320	7.0093750	1.9499794	1.0000000	10.0000000
R11QUES	EMP IMPROV PRIM & MTHD/REQ	320	8.4750000	1.4747616	2.0000000	10.0000000
Q11DELTA	DELTA-EMP IMPROV PRIM & MTHD	319	1.4890282	1.8898201	-5.0000000	9.0000000
C12QUES	DEPT & FUNC MIL FAC/CUR	319	7.3009404	2.1302772	0	10.0000000
R12QUES	DEPT & FUNC MIL FAC/REQ	320	8.4062500	1.7430448	0	10.0000000
Q12DELTA	DELTA-DEPT & FUNC MIL FAC	318	1.1226415	2.0376712	-10.0000000	10.0000000
PROGRAM	PROGRAM PLANNING & EVAL	321	7.9314642	1.5756866	2.0000000	10.0000000
PPEAGC	AGGREGATE--PROGRAM PLAN & EVAL/C	319	6.0470219	1.9398945	1.0000000	10.0000000
PPEAGR	AGGREGATE--PROGRAM PLAN & EVAL/R	319	7.9799373	1.4648412	1.0000000	10.0000000
PPDELTA	AGGREGATE DELTA--PROGRAM PLAN & EVAL	317	1.9451104	1.8758668	-4.4000000	7.4000000

DECISION MAKING MEANS AND DELTAS

----- NONCHO2=CO -----

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C13QUES	ASSESS AVAIL INFO/CUR	155	8.0516129	1.5109709	2.0000000	10.0000000
R13QUES	ASSESS AVAIL INFO/REQ	155	8.8000000	1.2659374	5.0000000	10.0000000
Q13DELTA	DELTA-ASSESS AVAIL INFO	155	0.7483871	1.3512551	-5.0000000	6.0000000
C14QUES	INCLD OTHR DECSN MAKING/CUR	154	8.4480519	1.5126577	1.0000000	10.0000000
R14QUES	INCLD OTHR DECSN MAKING/REQ	154	8.7402597	1.4854642	0	10.0000000
Q14DELTA	DELTA-INCL OTHR DECSN MAKING	154	0.2922078	1.2931460	-8.0000000	5.0000000
C15QUES	DECISN MAKING TECH/CUR	155	7.8580645	1.5434769	3.0000000	10.0000000
R15QUES	DECISN MAKING TECH/REQ	155	8.5419355	1.3053263	4.0000000	10.0000000
Q15DELTA	DELTA-DECISN MAKING TECHNIQUES	155	0.6838710	1.5150965	-5.0000000	7.0000000
C16QUES	USE MGMT INFO SYS TECH/CUR	154	6.0259740	2.2490319	0	10.0000000
R16QUES	USE MGMT INFO SYS TECH/REQ	153	7.8039216	1.7772644	2.0000000	10.0000000
Q16DELTA	DELTA-USE MGMT INFOR SYSTEM TECH	153	1.7516340	2.1283829	-3.0000000	8.0000000
C17QUES	STAT TOOLS IN DECISIONS/CUR	155	6.0000000	2.1712406	0	10.0000000
R17QUES	STAT TOOLS IN DECISIONS/REQ	155	7.1741935	1.9578294	0	10.0000000
Q17DELTA	DELTA-STAT TOOLS IN DECISION MAKING	155	1.1741935	2.1895513	-5.0000000	8.0000000
C18QUES	STRNG WEAKNS STAT TECH/CUR	155	5.8580645	2.2460317	0	10.0000000
R18QUES	STRNG WEAKNS STAT TECH/REQ	154	7.2467532	1.9278207	1.0000000	10.0000000
Q18DELTA	DELTA-STRENGTHS & WEAK OF STAT TECHS	154	1.3701299	2.1265557	-7.0000000	6.0000000
C19QUES	HOW INFO SYS DESIGNED/CUR	155	5.5741935	2.2989224	0	10.0000000
R19QUES	HOW INFO SYS DESIGNED/REQ	155	6.8580645	1.9016012	0	10.0000000
Q19DELTA	DELTA-HOW INFO SYSTEMS ARE DESIGNED	155	1.2838710	2.2149282	-7.0000000	8.0000000
C20QUES	ANALYZE RISK & ALT/CUR	155	7.7032258	1.7513416	2.0000000	10.0000000
R20QUES	ANALYZE RISK & ALT/REQ	155	8.4193548	1.2214052	5.0000000	10.0000000
Q20DELTA	DELTA-ANALYZE RISKS & ALTERNATIVES	155	0.7161290	1.4313505	-2.0000000	6.0000000
DECISION	DECISION MAKING/PROBLM SOLV	155	8.2774194	1.4662235	3.0000000	10.0000000
DECAGC	AGGREGATE--DEC MAKING/PROBLEM SOLV/C	153	6.9517974	1.4953412	2.0000000	10.0000000
DECAGR	AGGREGATE--DEC MAKING/PROBLEM SOLV/R	152	7.9531250	1.2089118	3.8750000	10.0000000
DECDELTA	AGGREGATE DELTA--DEC MAKING/PROB SOLV	152	0.9958882	1.3929382	-5.1250000	5.2500000

----- NONCHO2=NO -----

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C13QUES	ASSESS AVAIL INFO/CUR	320	7.5562500	1.6824630	2.0000000	10.0000000
R13QUES	ASSESS AVAIL INFO/REQ	320	8.7906250	1.1596290	4.0000000	10.0000000

Q13DELTA	DELTA-ASSESS AVAIL INFO	319	1.2445141	1.6887790	-5.0000000	7.0000000
C14QUES	INCLD OTHR DECSN MAKNG/CUR	320	7.9437500	1.5075437	3.0000000	10.0000000
R14QUES	INCLD OTHR DECSN MAKNG/REQ	320	8.7281250	1.2155560	4.0000000	10.0000000
Q14DELTA	DELTA-INCL OTHR DECSN MAKING	319	0.7931034	1.5029790	-4.0000000	7.0000000
C15QUES	DECSN MAKNG TECH/CUR	319	7.5235110	1.7316637	3.0000000	10.0000000
R15QUES	DECSN MAKNG TECH/REQ	319	8.6018809	1.3180399	3.0000000	10.0000000
Q15DELTA	DELTA-DECSN MAKING TECHNIQUES	318	1.0880503	1.6713720	-4.0000000	6.0000000
C16QUES	USE MGMT INFO SYS TECH/CUR	320	5.3343750	2.3349746	0	10.0000000
R16QUES	USE MGMT INFO SYS TECH/REQ	320	7.9125000	1.6395867	1.0000000	10.0000000
Q16DELTA	DELTA-USE MGMT INFOR SYSTEM TECH	319	2.5956113	2.3677829	-4.0000000	10.0000000
C17QUES	STAT TOOLS IN DECISIONS/CUR	320	5.1875000	2.4830144	0	10.0000000
R17QUES	STAT TOOLS IN DECISIONS/REQ	318	7.1383648	2.0078018	0	10.0000000
Q17DELTA	DELTA-STAT TOOLS IN DECISION MAKING	317	1.9495268	2.5724886	-5.0000000	10.0000000
C18QUES	STRNG WEAKNS STAT TECH/CUR	320	4.9125000	2.6066890	0	10.0000000
R18QUES	STRNG WEAKNS STAT TECH/REQ	320	7.1937500	2.1510277	0	10.0000000
Q18DELTA	DELTA-STRENGTHS & WEAK OF STAT TECHS	319	2.2946708	2.7232408	-10.0000000	10.0000000
C19QUES	HOW INFO SYS DESIGNED/CUR	319	4.8620690	2.4352825	0	10.0000000
R19QUES	HOW INFO SYS DESIGNED/REQ	320	7.0500000	1.9852118	1.0000000	10.0000000
Q19DELTA	DELTA-HOW INFO SYSTEMS ARE DESIGNED	318	2.2012579	2.4796455	-5.0000000	9.0000000
C20QUES	ANALYZE RISK & ALT/CUR	319	6.7962382	2.1278000	0	10.0000000
R20QUES	ANALYZE RISK & ALT/REQ	320	8.4031250	1.4908255	3.0000000	10.0000000
Q20DELTA	DELTA-ANALYZE RISKS & ALTERNATIVES	318	1.6194969	2.0490508	-5.0000000	8.0000000
DECISION	DECISION MAKING/PROBLM SOLV	321	8.3271028	1.7718760	1.0000000	10.0000000
DECAGC	AGGREGATE--DEC MAKING/PROBLEM SOLV/C	318	6.2633648	1.6858798	1.8750000	10.0000000
DECAGR	AGGREGATE--DEC MAKING/PROBLEM SOLV/R	317	7.9763407	1.2298342	3.6250000	10.0000000
DECDLTA	AGGREGATE DELTA--DEC MAKING/PROB SOLV	315	1.7218254	1.7220383	-4.5000000	7.5000000

LEGAL ISSUES MEANS AND DELTAS

NONCHO2=CO

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C21QUES	KNOW VIOLTN OF UCMJ/CUR	155	8.0967742	1.5490852	4.0000000	10.0000000
R21QUES	KNOW VIOLTN OF UCMJ/REQ	155	8.2903226	1.8897115	0	10.0000000
Q21DELTA	DELTA-KNOW VIOLLIN OF UCMJ	155	0.1935484	1.9004332	-8.0000000	4.0000000
C22QUES	PUNISHMENT UNDR UCMJ/CUR	155	8.2129032	1.7207183	2.0000000	10.0000000
R22QUES	PUNISHMENT UNDR UCMJ/REQ	155	8.0516129	2.1252763	0	10.0000000
Q22DELTA	DELTA-PUNISHMENT UNDER UCMJ	155	-0.1612903	2.0559823	-8.0000000	8.0000000
C23QUES	INITIATE ACT UCMJ VIOLTN/CUR	155	8.3032258	1.6091225	2.0000000	10.0000000
R23QUES	INITIATE ACT UCMJ VIOLTN/REQ	155	8.4129032	2.0379105	0	10.0000000
Q23DELTA	DELTA-INITIATE ACT UNDER UCMJ	155	0.1096774	2.0083195	-9.0000000	8.0000000
C24QUES	ADMIN SEP AUTH & PROC/CUR	155	7.3870968	1.9014250	1.0000000	10.0000000
R24QUES	ADMIN SEP AUTH & PROC/REQ	155	7.6580645	2.1545443	0	10.0000000
Q24DELTA	DELTA-ADMIN SEP AUTH & PROC	155	0.2709677	2.2340624	-9.0000000	8.0000000
C25QUES	KNOW LIAB HOSP & PROF/CUR	154	7.0519481	2.1656625	0	10.0000000
R25QUES	KNOW LIAB HOSP & PROF/REQ	154	8.0064935	2.0879259	0	10.0000000
Q25DELTA	DELTA-KNOW LIAB OF HOSP & PROF	154	0.9545455	1.9648576	-8.0000000	8.0000000
C26QUES	KNOW ENVIRON IMPCT ISS/CUR	155	6.7870968	2.0353598	2.0000000	10.0000000
R26QUES	KNOW ENVIRON IMPCT ISS/REQ	155	8.0838710	1.9835520	0	10.0000000
Q26DELTA	DELTA-KNOW ENVIRON IMPACT ISS	155	1.2967742	2.2452669	-8.0000000	8.0000000
LEGAL	LEGAL ISSUES	155	7.2322581	1.8474952	1.0000000	10.0000000
LEGAGC	AGGREGATE--LEGAL ISSUES/C	154	7.6569264	1.4940253	3.6666667	10.0000000
LEGAGR	AGGREGATE--LEGAL ISSUES/R	154	8.0930736	1.7661987	0	10.0000000
LEGDELTA	AGGREGATE DELTA--LEGAL ISSUES	154	0.4361472	1.7356318	-8.0000000	4.6666667

NONCHO2=NO

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C21QUES	KNOW VIOLTN OF UCMJ/CUR	320	6.9562500	2.0734079	0	10.0000000
R21QUES	KNOW VIOLTN OF UCMJ/REQ	319	8.3605016	1.7568754	1.0000000	10.0000000
Q21DELTA	DELTA-KNOW VIOLLIN OF UCMJ	318	1.3993711	2.1783853	-9.0000000	9.0000000
C22QUES	PUNISHMENT UNDR UCMJ/CUR	320	6.6281250	2.3292786	0	10.0000000
R22QUES	PUNISHMENT UNDR UCMJ/REQ	320	8.0312500	2.0277754	1.0000000	10.0000000
Q22DELTA	DELTA-PUNISHMENT UNDER UCMJ	319	1.4137931	2.4310487	-8.0000000	9.0000000
C23QUES	INITIATE ACT UCMJ VIOLTN/CUR	320	6.5562500	2.4372935	0	10.0000000
R23QUES	INITIATE ACT UCMJ VIOLTN/REQ	319	8.0313480	2.0829395	0	10.0000000
Q23DELTA	DELTA-INITIATE ACT UNDER UCMJ	318	1.4811321	2.5389004	-9.0000000	9.0000000
C24QUES	ADMIN SEP AUTH & PROC/CUR	319	5.9874608	2.4481734	0	10.0000000
R24QUES	ADMIN SEP AUTH & PROC/REQ	319	7.6771160	2.1469175	0	10.0000000

Q24DELTA	DELTA-ADMIN SEP AUTH & PROC	318	1.6981132	2.5436374	-8.0000000	9.0000000
C25QUES	KNOW LIAB HOSP & PROF/CUR	320	6.6250000	2.1575849	0	10.0000000
R25QUES	KNOW LIAB HOSP & PROF/REQ	320	8.3312500	1.7994143	0	10.0000000
Q25DELTA	DELTA-KNOW LIAB OF HOSP & PROF	319	1.7178683	2.3152544	-7.0000000	10.0000000
C26QUES	KNOW ENVIRON IMPCT ISS/CUR	320	5.8812500	2.3067894	0	10.0000000
R26QUES	KNOW ENVIRON IMPCT ISS/REQ	320	7.8406250	1.9369950	1.0000000	10.0000000
Q26DELTA	DELTA-KNOW ENVIRON IMPACT ISS	319	1.9717868	2.4358086	-7.0000000	10.0000000
LEGAL	LEGAL ISSUES	320	7.1875000	1.8389294	1.0000000	10.0000000
LEGAGC	AGGREGATE--LEGAL ISSUES/C	319	6.4393939	1.8943030	0.8333333	10.0000000
LEGAGR	AGGREGATE--LEGAL ISSUES/R	318	8.0550314	1.6751710	0.8333333	10.0000000
LEGDELTA	AGGREGATE DELTA--LEGAL ISSUES	317	1.6151420	2.0181077	-7.6666667	8.6666667

OPERATIONS MANAGEMENT ISSUES MEANS AND DELTAS

-----NONCHO2=CO-----

Variable Label	N	Mean	Std Dev	Minimum	Maximum
27QUES IMPCT OSHA REQ HOSP OP/CUR	154	6.6558442	2.1492661	0	10.0000000
27QUES IMPCT OSHA REQ HOSP OP/REQ	154	7.5454545	2.5771518	0	10.0000000
27DELTA DELTA-IMPACT OF OSHA ON HOSP	154	0.8896104	2.4268694	-8.0000000	8.0000000
28QUES EVAL PROP TO AQUR TECH/CUR	155	6.7612903	1.9038030	0	10.0000000
28QUES EVAL PROP TO AQUR TECH/REQ	155	7.6258065	1.7099722	0	10.0000000
28DELTA DELTA-EVAL PROP TO AQUR TECH	155	0.8645161	1.9173758	-8.0000000	8.0000000
29QUES OPP & LIM DOD/DON MATRL/CUR	154	6.1038961	2.2204305	0	10.0000000
29QUES OPP & LIM DOD/DON MATRL/REQ	154	7.2662338	1.9030152	0	10.0000000
29DELTA DELTA-OPP& LIM TO DOD/DON MATRL	154	1.1623377	2.0371413	-6.0000000	6.0000000
30QUES OVRSEE EQUIP MGMT PRG/CUR	155	6.3935484	2.2976464	0	10.0000000
30QUES OVRSEE EQUIP MGMT PRG/REQ	155	6.8387097	2.0305583	0	10.0000000
30DELTA DELTA-OVERSEE EQUIP MGMT PROGRAM	155	0.4451613	1.7842818	-6.0000000	5.0000000
31QUES ENSUR EXEC SECRTY REQ/CUR	155	6.7225806	1.9984913	0	10.0000000
31QUES ENSUR EXEC SECRTY REQ/REQ	155	7.2709677	2.0743006	1.0000000	10.0000000
31DELTA DELTA-ENSURE EXECUTION OF SEC REQS	155	0.5483871	1.8382429	-6.0000000	7.0000000
32QUES OVRSEE FACILITIES MGMT/CUR	155	6.7741935	1.9189702	0	10.0000000
32QUES OVRSEE FACILITIES MGMT/REQ	155	7.0709677	2.1834968	0	10.0000000
32DELTA DELTA-OVERSEE FAC MGMT	155	0.4000000	0.4914860	0	1.0000000
PMGMT OPERATIONS MGMT ISSUES	155	7.1806452	1.6095130	1.0000000	10.0000000
PMAGC AGGREGATE--OPERATIONAL MGMT ISSUES/C	153	6.5697168	1.6421012	0.8333333	10.0000000
PMAGR AGGREGATE--OPERATIONAL MGMT ISSUES/R	153	7.2614379	1.7075859	1.0000000	10.0000000
PMDELTA AGGREGATE DELTA--OPERATIONAL MGMT ISSUES	153	0.6917211	1.6033786	-5.1666667	6.0000000

-----NONCHO2=NO-----

Variable Label	N	Mean	Std Dev	Minimum	Maximum
27QUES IMPCT OSHA REQ HOSP OP/CUR	320	5.8531250	2.5694717	0	10.0000000
27QUES IMPCT OSHA REQ HOSP OP/REQ	320	7.7093750	2.2057007	0	10.0000000
27DELTA DELTA-IMPACT OF OSHA ON HOSP	319	1.8683386	2.5368171	-8.0000000	10.0000000
28QUES EVAL PROP TO AQUR TECH/CUR	320	6.0250000	2.1870236	0	10.0000000
28QUES EVAL PROP TO AQUR TECH/REQ	320	7.6937500	1.7652049	0	10.0000000
28DELTA DELTA-EVAL PROP TO AQUR TECH	319	1.6802508	2.2746799	-7.0000000	8.0000000
29QUES OPP & LIM DOD/DON MATRL/CUR	320	4.9437500	2.5195085	0	10.0000000
29QUES OPP & LIM DOD/DON MATRL/REQ	319	7.3824451	1.9027799	0	10.0000000
29DELTA DELTA-OPP& LIM TO DOD/DON MATRL	318	2.4371069	2.6129030	-7.0000000	9.0000000
30QUES OVRSEE EQUIP MGMT PRG/CUR	320	5.4031250	2.4616156	0	10.0000000
30QUES OVRSEE EQUIP MGMT PRG/REQ	320	7.0093750	1.9913385	0	10.0000000
30DELTA DELTA-OVERSEE EQUIP MGMT PROGRAM	319	1.6175549	2.4784237	-7.0000000	9.0000000
31QUES ENSUR EXEC SECRTY REQ/CUR	320	5.2718750	2.4871752	0	10.0000000
31QUES ENSUR EXEC SECRTY REQ/REQ	320	6.9343750	2.1434612	0	10.0000000
31DELTA DELTA-ENSURE EXECUTION OF SEC REQS	319	1.6739812	2.4495501	-7.0000000	9.0000000
32QUES OVRSEE FACILITIES MGMT/CUR	320	5.0000000	2.6463437	0	10.0000000
32QUES OVRSEE FACILITIES MGMT/REQ	320	6.7156250	2.4309408	0	10.0000000
32DELTA DELTA-OVERSEE FAC MGMT	321	0.2461059	0.4314135	0	1.0000000
PMGMT OPERATIONS MGMT ISSUES	320	7.2156250	1.7075546	1.0000000	10.0000000
PMAGC AGGREGATE--OPERATIONAL MGMT ISSUES/C	320	5.4161458	2.0026540	0.3333333	9.8333333
PMAGR AGGREGATE--OPERATIONAL MGMT ISSUES/R	319	7.2377220	1.6438697	0.6666667	10.0000000
PMDELTA AGGREGATE DELTA--OPERATIONAL MGMT ISSUES	318	1.8259958	2.0708064	-7.3333333	8.3333333

ORGANIZATIONAL BEHAVIOR ISSUES MEANS AND DELTAS

-----NONCHO2=CO-----

Variable Label	N	Mean	Std Dev	Minimum	Maximum
33QUES KNOW SUP REQ OP FORC/CUR	155	8.6258065	1.6754468	0	10.0000000
33QUES KNOW SUP REQ OP FORC/REQ	155	8.7161290	1.6700371	1.0000000	10.0000000
33DELTA DELTA-KNOW & SUPPORT OPF FORCES	155	0.0903226	1.6450151	-6.0000000	6.0000000
34QUES DEVL P & COMM COND VISH/CUR	155	8.5419355	1.4014775	3.0000000	10.0000000
34QUES DEVL P & COMM COND VISH/REQ	155	8.9483871	1.4540295	2.0000000	10.0000000
34DELTA DELTA-DEVELOP & COMM COMMAND VISION	155	0.4064516	1.5148476	-8.0000000	4.0000000
35QUES IMPOUR IND & WORK GRP/CUR	155	8.8000000	1.2452507	3.0000000	10.0000000
35QUES IMPOUR IND & WORK GRP/REQ	155	9.0774194	1.1651625	4.0000000	10.0000000
35DELTA DELTA-EMPOWER INV & WORK GROUPS	155	0.2774194	1.1817634	-4.0000000	4.0000000
36QUES DEVL P NON-PARCHL PERSP/CUR	151	8.7947020	1.2874672	4.0000000	10.0000000
36QUES DEVL P NON-PARCHL PERSP/REQ	152	8.8815789	1.2812153	4.0000000	10.0000000
36DELTA DELTA-DEVELOP NON-PAROCHIAL PERSPECTIVE	151	0.0927152	1.1156522	-4.0000000	3.0000000
37QUES BUILDING TRUST/CUR	155	8.9419355	1.2819395	4.0000000	10.0000000
37QUES BUILDING TRUST/REQ	155	9.4193548	1.0056397	4.0000000	10.0000000
37DELTA DELTA-BUILDING TRUST	155	0.4774194	1.0527360	-3.0000000	4.0000000
38QUES MANAGING CHANGE/CUR	155	8.5870968	1.3853927	3.0000000	10.0000000
38QUES MANAGING CHANGE/REQ	155	9.3419355	1.0284190	4.0000000	10.0000000
38DELTA DELTA-MANAGING CHANGE	155	0.7548387	1.2910377	-3.0000000	6.0000000
39QUES MANAGING CONFLICT/CUR	155	8.2967742	1.5254303	3.0000000	10.0000000
39QUES MANAGING CONFLICT/REQ	155	9.1741935	1.1905929	4.0000000	10.0000000
39DELTA DELTA-MANAGING CONFLICT	155	0.8774194	1.5132981	-5.0000000	6.0000000
40QUES BUILDING TEAMWORK/CUR	154	8.7987013	1.3400803	4.0000000	10.0000000
40QUES BUILDING TEAMWORK/REQ	155	9.4193548	0.9926415	6.0000000	10.0000000
40DELTA DELTA-BUILDING TEAMWORK	154	0.6168831	1.2741679	-3.0000000	6.0000000
41QUES DEVL P POS ORGAN CLIMAT/CUR	155	8.8000000	1.2862914	5.0000000	10.0000000
41QUES DEVL P POS ORGAN CLIMAT/REQ	155	9.4709677	0.8995647	6.0000000	10.0000000
41DELTA DELTA-DEVELOP POSITIVE ORG ENVIRONMENT	155	0.6709677	1.2012422	-4.0000000	4.0000000
42QUES MOTIVATING PEOPLE/CUR	155	8.5806452	1.3036959	4.0000000	10.0000000
42QUES MOTIVATING PEOPLE/REQ	155	9.3548387	1.0915373	4.0000000	10.0000000
42DELTA DELTA-MOTIVATING PEOPLE	155	0.7741935	1.2718143	-4.0000000	6.0000000
43QUES EMPLY COORD MECHNSM/CUR	155	8.1806452	1.4879209	2.0000000	10.0000000
43QUES EMPLY COORD MECHNSM/REQ	155	8.7161290	1.4084847	3.0000000	10.0000000
43DELTA DELTA-EMPLOY COORD MECHANISMS	155	0.5354839	1.3640915	-4.0000000	4.0000000
44QUES DEVL P SUBORDINATES/CUR	155	8.6580645	1.3884435	4.0000000	10.0000000
44QUES DEVL P SUBORDINATES/REQ	155	9.1354839	1.2487782	4.0000000	10.0000000
44DELTA DELTA-DEVELOP SUBORDINATES	155	0.4774194	1.3257465	-5.0000000	4.0000000
45QUES UNDRSTND ROLE CO & XO/CUR	155	9.1225806	1.2656064	2.0000000	10.0000000
45QUES UNDRSTND ROLE CO & XO/REQ	155	9.2000000	1.6530177	0	10.0000000
45DELTA DELTA-UNDERSTANDING ROLE OF CO/XO	155	0.0774194	1.8605106	-10.0000000	4.0000000
46QUES PROM INNOVT & RISK BHVR/CUR	155	8.6000000	1.4576266	4.0000000	10.0000000
46QUES PROM INNOVT & RISK BHVR/REQ	155	8.9096774	1.2606314	5.0000000	10.0000000
46DELTA DELTA-PROM INNOV. & RISK BEHAVIOR	155	0.3096774	1.5100002	-5.0000000	5.0000000
RGMBEH ORGANIZATIONAL BEHAVIOR	155	8.4903226	1.7483489	1.0000000	10.0000000
RGAGC AGGREGATE--ORGANIZATIONAL BEHAVIOR/C	150	8.6526571	1.0534938	4.6428571	10.0000000
RGAGR AGGREGATE--ORGANIZATIONAL BEHAVIOR/R	152	9.1296992	0.9285686	5.7142857	10.0000000
RGDELTA AGGREGATE DELTA--ORGANIZATIONAL BEHAVIOR	150	0.4766667	0.9732590	-3.5714286	3.1428571

ORGANIZATIONAL BEHAVIOR ISSUES MEANS AND DELTAS

-----NONCHO2=NO-----

Variable Label	N	Mean	Std Dev	Minimum	Maximum
33QUES KNOW SUP REQ OP FORC/CUR	320	7.4250000	2.0374242	0	10.0000000
33QUES KNOW SUP REQ OP FORC/REQ	320	8.5812500	1.6012216	0	10.0000000
33DELTA DELTA-KNOW & SUPPORT OPF FORCES	319	1.1598746	2.1033415	-8.0000000	7.0000000
34QUES DEVL P & COMM COND VISH/CUR	320	7.3375000	1.8396112	0	10.0000000
34QUES DEVL P & COMM COND VISH/REQ	320	8.7843750	1.6170350	0	10.0000000
34DELTA DELTA-DEVELOP & COMM COMMAND VISION	319	1.4545455	1.9771421	-6.0000000	7.0000000
35QUES IMPOUR IND & WORK GRP/CUR	320	7.9468750	1.6834962	2.0000000	10.0000000
35QUES IMPOUR IND & WORK GRP/REQ	320	8.8937500	1.4647236	2.0000000	10.0000000
35DELTA DELTA-EMPOWER INV & WORK GROUPS	319	0.9498433	1.7020128	-5.0000000	7.0000000
36QUES DEVL P NON-PARCHL PERSP/CUR	316	7.9335443	1.8358030	0	10.0000000
36QUES DEVL P NON-PARCHL PERSP/REQ	316	8.6740506	1.4751134	0	10.0000000
36DELTA DELTA-DEVELOP NON-PAROCHIAL PERSPECTIVE	315	0.7460317	1.7500524	-4.0000000	9.0000000
37QUES BUILDING TRUST/CUR	319	8.4796238	1.3383759	4.0000000	10.0000000
37QUES BUILDING TRUST/REQ	320	9.2843750	1.0669176	4.0000000	10.0000000
37DELTA DELTA-BUILDING TRUST	318	0.8050314	1.4450088	-5.0000000	5.0000000

38QUES	MANAGING CHANGE/CUR	320	8.0656250	1.4998661	2.0000000	10.0000000
38QUES	MANAGING CHANGE/REQ	320	9.1937500	1.0711192	4.0000000	10.0000000
38DELTA	DELTA-MANAGING CHANGE	319	1.1316614	1.6062674	-5.0000000	7.0000000
39QUES	MANAGING CONFLICT/CUR	320	7.8093750	1.6279031	1.0000000	10.0000000
39QUES	MANAGING CONFLICT/REQ	320	9.1937500	1.0999964	4.0000000	10.0000000
39DELTA	DELTA-MANAGING CONFLICT	319	1.3887147	1.7855107	-5.0000000	9.0000000
40QUES	BUILDING TEAMWORK/CUR	319	8.2476489	1.4766907	3.0000000	10.0000000
40QUES	BUILDING TEAMWORK/REQ	319	9.2821317	1.0500197	4.0000000	10.0000000
40DELTA	DELTA-BUILDING TEAMWORK	318	1.0408805	1.5910520	-5.0000000	6.0000000
41QUES	DEVLPOS POS ORGAN CLIMAT/CUR	320	8.2093750	1.4350864	2.0000000	10.0000000
41QUES	DEVLPOS POS ORGAN CLIMAT/REQ	320	9.3375000	1.0317074	3.0000000	10.0000000
41DELTA	DELTA-DEVELOP POSITIVE ORG ENVIRONMENT	319	1.1316614	1.5826002	-5.0000000	7.0000000
42QUES	MOTIVATING PEOPLE/CUR	320	8.0937500	1.4612953	4.0000000	10.0000000
42QUES	MOTIVATING PEOPLE/REQ	320	9.2906250	1.0740190	2.0000000	10.0000000
42DELTA	DELTA-MOTIVATING PEOPLE	319	1.2037618	1.5739182	-5.0000000	6.0000000
43QUES	EMPLY COORD MECHNSM/CUR	320	7.4968750	1.8245941	0	10.0000000
43QUES	EMPLY COORD MECHNSM/REQ	320	8.7281250	1.3798220	0	10.0000000
43DELTA	DELTA-EMPLOY COORD MECHANISMS	319	1.2382445	1.8187471	-4.0000000	7.0000000
44QUES	DEVLPOS SUBORDINATES/CUR	320	8.2125000	1.4935074	3.0000000	10.0000000
44QUES	DEVLPOS SUBORDINATES/REQ	320	9.1062500	1.2091442	2.0000000	10.0000000
44DELTA	DELTA-DEVELOP SUBORDINATES	319	0.8965517	1.5936057	-4.0000000	6.0000000
45QUES	UNDRSTND ROLE CO & XO/CUR	320	7.5593750	1.9223743	0	10.0000000
45QUES	UNDRSTND ROLE CO & XO/REQ	320	8.9625000	1.6904211	0	10.0000000
45DELTA	DELTA-UNDERSTANDING ROLE OF CO/XO	319	1.4075235	2.3073726	-10.0000000	10.0000000
46QUES	PROM INNOVT & RISK BHVR/CUR	319	7.6990596	1.7148168	2.0000000	10.0000000
46QUES	PROM INNOVT & RISK BHVR/REQ	319	8.7147335	1.4461408	2.0000000	10.0000000
46DELTA	DELTA-PROM INNOV. & RISK BEHAVIOR	318	1.0188679	1.7688924	-5.0000000	7.0000000
RGNBEH	ORGANIZATIONAL BEHAVIOR	321	8.0280374	1.9354809	1.0000000	10.0000000
RGAGC	AGGREGATE--ORGANIZATIONAL BEHAVIOR/C	313	7.8922866	1.2449284	4.0000000	10.0000000
RGAGR	AGGREGATE--ORGANIZATIONAL BEHAVIOR/R	314	8.9961328	0.9951476	4.4285714	10.0000000
RGDELTA	AGGREGATE DELTA--ORGANIZATIONAL BEHAVIOR	312	1.1071429	1.3352377	-3.9285714	5.4285714

MANPOWER MANAGEMENT/HRM ISSUES MEANS AND DELTAS

-----NONCHO2=CO-----

Variable Label	N	Mean	Std Dev	Minimum	Maximum
47QUES	155	6.8064516	2.0067962	1.0000000	10.0000000
47QUES	155	7.8451613	1.9243550	0	10.0000000
47DELTA	155	1.0387097	2.1528714	-7.0000000	6.0000000
48QUES	155	8.3161290	1.4176752	4.0000000	10.0000000
48QUES	155	8.4903226	1.4918294	2.0000000	10.0000000
48DELTA	155	0.1741935	1.6041682	-8.0000000	5.0000000
49QUES	154	7.7922078	1.5993272	3.0000000	10.0000000
49QUES	154	8.3441558	1.3879965	4.0000000	10.0000000
49DELTA	154	0.5519481	1.6008258	-5.0000000	4.0000000
50QUES	153	5.6013072	2.6836245	0	10.0000000
50QUES	153	6.8562092	2.7611456	0	10.0000000
50DELTA	153	1.2549020	2.7084891	-7.0000000	9.0000000
51QUES	155	7.7741935	1.6885727	2.0000000	10.0000000
51QUES	155	8.1225806	1.8633007	1.0000000	10.0000000
51DELTA	155	0.3483871	1.6810384	-6.0000000	4.0000000
52QUES	154	8.7077922	1.3999315	4.0000000	10.0000000
52QUES	154	9.0519481	1.4178701	2.0000000	10.0000000
52DELTA	155	0.5354839	0.5003560	0	1.0000000
ANPOWER	155	8.1806452	1.5645047	2.0000000	10.0000000
ANAGC	152	7.4890351	1.3791348	3.5000000	10.0000000
ANAGR	152	8.1184211	1.4244051	2.6666667	10.0000000
ANDELTA	152	0.6293860	1.4056280	-5.0000000	3.6666667

-----NONCHO2=NO-----

Variable Label	N	Mean	Std Dev	Minimum	Maximum
47QUES	320	6.3250000	2.3018324	0	10.0000000
47QUES	320	8.2562500	1.8323012	0	10.0000000
47DELTA	319	1.9435737	2.4820008	-8.0000000	9.0000000
48QUES	320	7.7750000	1.6205963	3.0000000	10.0000000
48QUES	320	8.6937500	1.4749608	0	10.0000000
48DELTA	319	0.9216301	1.7582159	-8.0000000	7.0000000

49QUES	EVAL MANPWR STAF NEEDS/CUR	319	7.0940439	1.9819775	0	10.0000000
49QUES	EVAL MANPWR STAF NEEDS/REQ	319	8.5454545	1.4548670	0	10.0000000
49DELTA	DELTA-EVAL MANPOWER STAFFING NEEDS	318	1.4559748	2.0856152	-8.0000000	7.0000000
50QUES	MANAGE LABOR RELATIONS/CUR	320	4.8718750	2.6343207	0	10.0000000
50QUES	MANAGE LABOR RELATIONS/REQ	320	7.2781250	2.4573139	0	10.0000000
50DELTA	DELTA-MANAGE LABOR RELATIONS	319	2.4294671	2.9418703	-7.0000000	10.0000000
51QUES	MANG MULTI-CULT DIVRSTY/CUR	320	7.2125000	1.9423913	2.0000000	10.0000000
51QUES	MANG MULTI-CULT DIVRSTY/REQ	320	8.0500000	2.0118770	0	10.0000000
51DELTA	DELTA-MANAGE MULTI-CULT DIVERSITY	319	0.8432602	2.1442940	-9.0000000	7.0000000
52QUES	PROM ETHICL PRAC IN OPS/CUR	320	8.2000000	1.5325108	3.0000000	10.0000000
52QUES	PROM ETHICL PRAC IN OPS/REQ	320	8.9957500	1.5353591	0	10.0000000
52DELTA	DELTA-PROMOTE ETHICAL PRAC IN OPS	321	0.4267913	0.4953837	0	1.0000000
ANPOWER	MANPOWER/HUMAN RES MGMT	321	8.1775701	1.6778693	2.0000000	10.0000000
ANAGC	AGGREGATE--MANPOWER MGMT/HRM ISSUES/C	319	6.9127482	1.5832802	2.0000000	10.0000000
ANAGR	AGGREGATE--MANPOWER MGMT/HRM ISSUES/R	319	8.3040752	1.4456183	1.0000000	10.0000000
ANDELTA	AGGREGATE DELTA-- MANPOWER MGMT/HRM ISSU	318	1.3998952	1.7154348	-7.6666667	6.1666667

COMMUNICATIONS ISSUES MEANS AND DELTAS

NONCHO2=CO

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C53QUES	WRITING EFFECTIVELY/CUR	155	8.6774194	1.2940196	4.0000000	10.0000000
R53QUES	WRITING EFFECTIVELY/REQ	155	9.2129032	1.0689666	5.0000000	10.0000000
Q53DELTA	DELTA-WRITING EFFECTIVELY	155	0.5354839	1.3449155	-5.0000000	4.0000000
C54QUES	POS & NEG FEEDBACK/CUR	155	8.4776194	1.1916129	4.0000000	10.0000000
R54QUES	POS & NEG FEEDBACK/REQ	155	9.2516129	1.0665733	5.0000000	10.0000000
Q54DELTA	DELTA-POS & NEG FEEDBACK	155	0.7741935	1.2036114	-5.0000000	4.0000000
C55QUES	DELVR EFF ORAL PRES/CUR	155	8.2838710	1.3228994	3.0000000	10.0000000
R55QUES	DELVR EFF ORAL PRES/REQ	155	9.0645161	1.2309716	4.0000000	10.0000000
Q55DELTA	DELTA-DELV EFF ORAL PRESENTATION	155	0.7806452	1.5343300	-4.0000000	7.0000000
C56QUES	LISTENING EFFECTIVELY/CUR	155	8.5741935	1.3238491	5.0000000	10.0000000
R56QUES	LISTENING EFFECTIVELY/REQ	155	9.3741935	0.9679835	6.0000000	10.0000000
Q56DELTA	DELTA-LISTENING EFFECTIVELY	155	0.8000000	1.3551250	-2.0000000	5.0000000
C57QUES	BLD WORK & SUPRT RELTN/CUR	155	8.1032258	1.4866252	0	10.0000000
R57QUES	BLD WORK & SUPRT RELTN/REQ	155	8.9419355	1.1466422	5.0000000	10.0000000
Q57DELTA	DELTA-BUILD WORKING & SUPPORT RELAT	155	0.8387097	1.4615588	-3.0000000	5.0000000
C58QUES	REP ORGN TO EXTRNL GRP/CUR	155	8.2258065	1.6017376	0	10.0000000
R58QUES	REP ORGN TO EXTRNL GRP/REQ	155	8.7032258	1.7364473	0	10.0000000
Q58DELTA	DELTA-REPRESENT ORG TO EXTERNAL GRPS	155	0.4774194	1.4475034	-6.0000000	5.0000000
C59QUES	CLIMATE OF OPEN COMM/CUR	155	8.9483871	1.1327105	6.0000000	10.0000000
R59QUES	CLIMATE OF OPEN COMM/REQ	155	9.3419355	1.0028447	5.0000000	10.0000000
Q59DELTA	DELTA-CLIMATE OF OPEN COMMUNICATIONS	155	0.3935484	1.0224542	-4.0000000	3.0000000
C60QUES	CONDUCT MEETINGS EFF/CUR	155	8.3290323	1.3441053	4.0000000	10.0000000
R60QUES	CONDUCT MEETINGS EFF/REQ	155	9.1032258	1.0701025	4.0000000	10.0000000
Q60DELTA	DELTA-CONDUCT MEETINGS EFFECTIVELY	155	0.7741935	1.2819850	-4.0000000	4.0000000
COMM	COMMUNICATION	155	9.0516129	1.6584829	1.0000000	10.0000000
COMAGC	AGGREGATE--COMMUNICATIONS/C	155	8.4524194	0.9661762	5.2500000	10.0000000
COMAGR	AGGREGATE--COMMUNICATIONS/R	155	9.1241935	0.9232408	5.2500000	10.0000000
COMDELTA	AGGREGATE DELTA--COMMUNICATIONS	155	0.6717742	0.9736951	-3.7500000	3.7500000

NONCHO2=NO

Variable	Label	N	Mean	Std Dev	Minimum	Maximum
C53QUES	WRITING EFFECTIVELY/CUR	320	8.3625000	1.3272523	3.0000000	10.0000000
R53QUES	WRITING EFFECTIVELY/REQ	320	9.2343750	0.9880507	5.0000000	10.0000000
Q53DELTA	DELTA-WRITING EFFECTIVELY	319	0.8746082	1.3951672	-4.0000000	7.0000000
C54QUES	POS & NEG FEEDBACK/CUR	320	8.0750000	1.4602357	3.0000000	10.0000000
R54QUES	POS & NEG FEEDBACK/REQ	320	9.1406250	1.1066511	0	10.0000000
Q54DELTA	DELTA-POS & NEG FEEDBACK	319	1.0689655	1.6468788	-10.0000000	7.0000000
C55QUES	DELVR EFF ORAL PRES/CUR	320	7.9343750	1.5512376	3.0000000	10.0000000
R55QUES	DELVR EFF ORAL PRES/REQ	320	9.0843750	1.0120309	5.0000000	10.0000000
Q55DELTA	DELTA-DELV EFF ORAL PRESENTATION	319	1.1536050	1.6401731	-2.0000000	7.0000000
C56QUES	LISTENING EFFECTIVELY/CUR	320	8.1437500	1.5530206	1.0000000	10.0000000
R56QUES	LISTENING EFFECTIVELY/REQ	320	9.3468750	0.9476863	3.0000000	10.0000000
Q56DELTA	DELTA-LISTENING EFFECTIVELY	319	1.2068966	1.6770227	-4.0000000	9.0000000
C57QUES	BLD WORK & SUPRT RELTN/CUR	319	7.3918495	1.9554944	0	10.0000000
R57QUES	BLD WORK & SUPRT RELTN/REQ	319	8.7460815	1.4257654	0	10.0000000
Q57DELTA	DELTA-BUILD WORKING & SUPPORT RELAT	318	1.3584906	1.9514066	-4.0000000	9.0000000

C58QUES	REP ORGN TO EXTRNL GRP/CUR	320	7.4437500	1.9976377	1.0000000	10.0000000
R58QUES	REP ORGN TO EXTRNL GRP/REQ	320	8.5531250	1.5527273	0	10.0000000
Q58DELTA	DELTA-REPRESENT ORG TO EXTERNAL GRPS	319	1.1128527	1.9049235	-4.0000000	8.0000000
C59QUES	CLIMATE OF OPEN COMM/CUR	320	8.4218750	1.3530957	3.0000000	10.0000000
R59QUES	CLIMATE OF OPEN COMM/REQ	320	9.2406250	0.9801668	5.0000000	10.0000000
Q59DELTA	DELTA-CLIMATE OF OPEN COMMUNICATIONS	319	0.8213166	1.2895505	-2.0000000	5.0000000
C60QUES	CONDUCT MEETINGS EFF/CUR	319	7.9686520	1.4403076	4.0000000	10.0000000
R60QUES	CONDUCT MEETINGS EFF/REQ	320	9.0281250	1.1674086	2.0000000	10.0000000
Q60DELTA	DELTA-CONDUCT MEETINGS EFFECTIVELY	318	1.0628931	1.5793843	-7.0000000	6.0000000
COMM	COMMUNICATION	321	8.6884735	1.8547636	1.0000000	10.0000000
COMAGC	AGGREGATE--COMMUNICATIONS/C	318	7.9728774	1.1914528	4.7500000	10.0000000
COMAGR	AGGREGATE--COMMUNICATIONS/R	319	9.0474138	0.8780580	5.6250000	10.0000000
CONDELTA	AGGREGATE DELTA--COMMUNICATIONS	317	1.0764984	1.2259005	-2.0000000	5.0000000

APPENDIX J

MEDICAL SERVICE CORPS SUBSPECIALTY DISTRIBUTIONS

1. Health Care Administration:

0031 Financial Management
0032 Material/Logistics Management
0033 Manpower Personnel and Training Analysis
0037 ETMS
0042 Operations Research
0095 Computer Technology
1800 Health Care Administration
1801 Patient Administration
1802 Medical Logistics
1803 Medical Data Systems
1804 Medical Construction Liaison Officer
1805 Plans, Operations, Medical Intelligence

2. Health Care and Science Specialties

1810/11 Biochemistry
1815-21 Microbiology
1825/28 Radiation Health
1835 Physiology
1836 Aerospace Physiology
1840-43 Clinical Psychology
1844 Aerospace Experimental Psychology
1845 Research Psychology
1850 Entomology
1860 Environmental Health
1861 Industrial Hygiene
1862 Audiology
1865 Medical Technology
1870 Social Work
1873 Physical Therapy
1874 Occupational Therapy
1876/77 Dietetics Clinical/Administrative
1880 Optometry
1887/88 Pharmacy
1892 Podiatry
1893 Physicians Assistant

APPENDIX K

t-TESTS FOR SIGNIFICANCE BETWEEN AGGREGATE MEANS

				Also Significant @ 0.05	
Management Activity Groups	Significance Between Deltas		t (df)	C	R
Financial Management	NC	NC	-2.2738 (199)		
	NC	DC	-2.9469 (140)		*
	NC	MSCAH	-2.5728 (77)		*
	NC	MSCHCA	-7.5502 (84.4)	*	
	NC	MSCHCA	6.3255 (242)	*	
	DC	MSCHCA	5.1241 (183)	*	*
	MSCAH	MSCHCA	3.0305 (120)	*	*
Program, Planning & Evaluation	MSCHCA	NC	5.2532 (234)	*	
	MSCHCA	DC	4.1109 (175)	*	*
	MSCHCA	MSCAH	2.1718 (37)	*	
	MSCHCA	NC	-5.8041 (140)	*	*
Decision Making & Problem Solving	MSCHCA	NC	4.1375 (240)	*	
	MSCHCA	DC	4.2572 (162)	*	*
	MSCHCA	NC	-6.1215 (81)	*	*
	MSCAH	NC	-2.4811 (76)		*
	NC	NC	0.0005 (192)		*
Legal Issues	NC	MSCAH	-2.2181 (76)		
	NC	DC	-2.6242 (145)		*

				Also Significant @ 0.05	
Management Activity Groups	Significance Between Deltas		t (df)	C	R
	NC	MSCHCA	-4.8312 (78)	*	*
	NC	MSCHCA	4.0141 (239)	*	
	DC	MSCHCA	3.2581 (188)	*	
	MSCAH	MSCHCA	3.1743 (65)		
Operations Management Issues	NC	NC	-1.9943 (200)	*	
	NC	MSCAH	-3.1318 (73)	*	
	NC	MSCHCA	-6.0570 (79)	*	
	NC	MSCHCA	5.7457 (235)	*	
	DC	MSCHCA	5.0095 (187)	*	
	MSCAH	MSCHCA	2.3265 (120)		
Organizational Development	NC	MSCHCA	3.1936 (206)	*	
	NC	MSCHCA	-3.4522 (137)		*
Manpower & Human Resource Management	NC	MSCHCA	5.7788 (243)	*	
	DC	MSCHCA	4.4883 (186)	*	
	MSCAH	MSCHCA	2.2092 (119)	*	
	NC	MSCHCA	-4.0937 (140)		*
Communications	NC	MSCHCA	2.0200 (242)	*	
	DC	MSCHCA	2.1043	*	*
	NC	MSCHCA	2.1353 (140)	*	*

RANK				Also Significant @ 0.05 Level	
Management Activity Groups	Significant Between Deltas		Significant t (df)	C	R
Financial Management	ADM	LCDR	0.0336 (51)	*	*
Legal	ADM	CAPT	0.0041 (13.2)	*	*
	ADM	CDR	0.0007 (25)	*	*
	ADM	LCDR	0.0002 (41.2)	*	
Operations Management	ADM	LCDR	0.0133 (31.5)	*	*
Organizational Behavior	ADM	LCDR	0.0364 (49)	*	*

ORGANIZATIONAL POSITION				Also Significant @ 0.05 Level	
Management Activity Groups	Significant Between Deltas		Significant t (df)	C	R
Financial Management	CO	DIR	0.0009 (234)	*	
	CO	DH	0.0090 (135)		
	CO	OTHER	0.0259 (166.6)	*	*
Programming, Planning & Evaluation	CO	DH	0.0094 (136)	*	
Decision Making	CO	DH	0.0187 (138)		
Legal Issues	CO	XO	0.0281 (166)		
	CO	DIR	0.0032 (235.6)	*	
	CO	DH	0.0004 (66.6)	*	
Operations Management	CO	DIR	0.0003 (235.6)	*	
	CO	DH	0.0010 (68.6)	*	
	CO	OTHER	0.0464 (153.4)	*	

ORGANIZATIONAL POSITION CO/XO & CO				Also Significant @ 0.05 Level	
Management Activity Groups	Significant Between Deltas		Significant t (df)	C	R
Financial Management	CO/XO	NON CO/XO	0.0000 (462)	*	
	CO	NON CO	0.0001 (352)	*	
Programming, Planning & Evaluation	CO/XO	NON CO/XO	0.0001 (467)	*	
	CO	NON CO	0.0001 (341)	*	
Decision Making	CO/XO	NON CO/XO	0.0003 (465)	*	
	CO	NON CO	0.0001 (361)	*	*
Legal Issues	CO/XO	NON CO/XO	0.0001 (469)	*	
	CO	NON CO	0.0001 (347)	*	
Operations Management	CO/XO	NON CO/XO	0.0001 (454)	*	
	CO	NON CO	0.0001 (377)	*	
Organizational Behavior	CO/XO	NON CO/XO	0.0003 (460)	*	
	CO	NON CO	0.0001 (388)	*	
Manpower	CO/XO	NON CO/XO	0.0001 (468)	*	
	CO	NON CO	0.0001 (357)	*	
Communications	CO	NON CO	0.0001 (375)	*	

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